**Sexual Harassment Scenarios for Faculty**

(Developed by Erika Marin-Spiotta for the NSF ADVANCE program)

For each of the following scenarios consider:

How would you feel if this happened to you?

Can you identify instances of bias/harassment?
As the target, what action would you take, if any?
How would you feel if you observed this happening?
What would you do as the bystander in this situation?
How would you feel if a colleague/student approached you and told you about this situation happening to them?
What would you do to support the target?

(Refer also to the guidelines for ethical decision-making)

1. Poster Hall: A student is presenting a poster at a scientific conference. A professor listens intently to the poster discussion, and after some chatting, comments, “You realize people are interested in you, not your science.”

2. Lab Presentation: A student arrives to lab meeting to present her project update for the week’s meeting, as scheduled. She arrives in professional attire and early to set up. A lab tech also arrives early, and comments on her appearance right when he walks in the room. He tells her she is too beautiful to “waste her life in research.”

3. Innuendo: Kieran’s graduate students are designing a t-shirt with a sexual innuendo for them to wear to a conference. The shirt reads "Do it like a chemist, on the table, periodically". One of his students, Chongen, repeatedly makes eye contact with Kieran, points to the shirt, and begins making sexual noises and gestures, which makes Kieran very uncomfortable.

4. E-mail: Ashley receives an email from a professor with the subject line: “my feelings”. The email says that she is special and that she has awakened a burning passion in him. He talks about her “shiny hair” and “sparkling eyes” and private parts of her body. “Of course, I could get fired for this” he states in the final paragraph. Not wanting a confrontation, Ashley decides to ignore the email. Over the next few weeks, the professor makes attempts to get Ashley alone, inviting her out for coffee and even forcibly pushing her wheelchair into his office so they could be alone.

5. Lab Group: You often spend time in another lab borrowing equipment for your thesis. The male students in that research group often talk about sex in the lab and rate the women in the department in your presence.

6. Field Camp: A field course is camping in a wilderness area. As the camp awakens, a female student is seen coming out of the tent of a male instructor.

7. Remote Field: Anna is a Native field biologist researching endangered birds at a remote national park. Mark is her guide who is her source of food, water, supplies, and has the only phone that is capable of reaching the ranger station. He asks blunt questions about her sex life (“So how often do you and your so-called boyfriend get it on? I wanna know what I’m up against if you know what I mean”) and refers to Anna as a “sexy Indian princess”. He invites her to sleep in the boat with him if she gets cold.

8. Conference Travel: Two professors discuss the night life that they want to experience while traveling to a conference. One speaks about the great strip clubs he is excited to frequent during the week. The other talks about his plan to have a lab group dinner at the Hooters right by the hotel where they are staying.

9. First Conference: A grad student, Eva, is preparing to go to her first conference with the department. An older Ph.D. student warned Lisa that she needs to be very careful while at the conference and watch who gives her drinks. The older student explains how some men in the department have a reputation for drugging student’s drinks, but she will be okay as long as she does not drink and does not walk alone at night.

An Additional Scenario by Linda Gundersen, presented at the 2016 AGU Workshop on Scientific Integrity

**Challenge 3. Scientific Integrity and Ethics for a Changing World – 5 Minute Challenge: Harassment and Bias (Developed by Linda Gundersen)**

**Directions:** This exercise, based on a real life experiences, explores our personal responsibility regarding gender bias and sexual harassment. Each group will be given 5 minutes to read and discuss the following scenario and answer the questions at the end. Take notes and be prepared to report out.

**Scenario A:** Sally is a senior geology undergraduate, who has applied for a part time job with a well-known professor. You are part of the committee assigned to review the candidates for the job. the lead professor tells you to ignore all the female students because they “simply will not cut it hiking all that way and carrying the heavy equipment needed. “

1. Is this gender bias? Why or why not?
2. What are the consequences if you comply with the professors instructions?
3. What should you do?
4. What do you tell Sally if she asks what her chances are?
5. Are your answers any different if you knew that Sally can bench press 100 lbs and is an experienced long distance backpacker?

**Scenario B:** You are on an overnight field trip with a male and female professor and 10 undergraduate and graduate students. While camping that night you head to the bathrooms and see your female professor flirting with one of the undergraduate men, touching him on the shoulders and notice that he backs away and looks uncomfortable. She grabs his hand and says, “Hey you know you want it” and starts to kiss him. The student breaks it off and says he has to get some sleep and leaves. You go to the male professor’s tent and tell him and his answer is “Gee some guys get all the luck, forget about it, he can handle himself.”

1. Is this sexual harassment? Why or Why not?
2. What should you do?
3. What are the consequences of not reporting this?