



Problem

Above the Waterline Harassment

- Above the Waterline are unwanted sexual attention and sexual coercion, recognized by all as forms of sexual harassment
- These incidents are perpetrated by the worst actors and must be dealt with by administrators and established authorities

Below the Waterline Harassment

- Below the waterline, gender harassment is the most common form of sexual harassment
- Gender harassment may not be recognized as a form of sexual harassment, but causes as much harm as above the waterline forms when pervasive and repeated
- Environments in which a general lack of respect, incivility, and bullying are common are also environments in which gender harassment is common
- Most members of the academic community are good, well-meaning people who want to do better

Prevalence is shocking

- Compared to other workplaces, second most prevalent behind only the military
- Factors that contribute to prevalence
- Legalistic approach has impaired progress

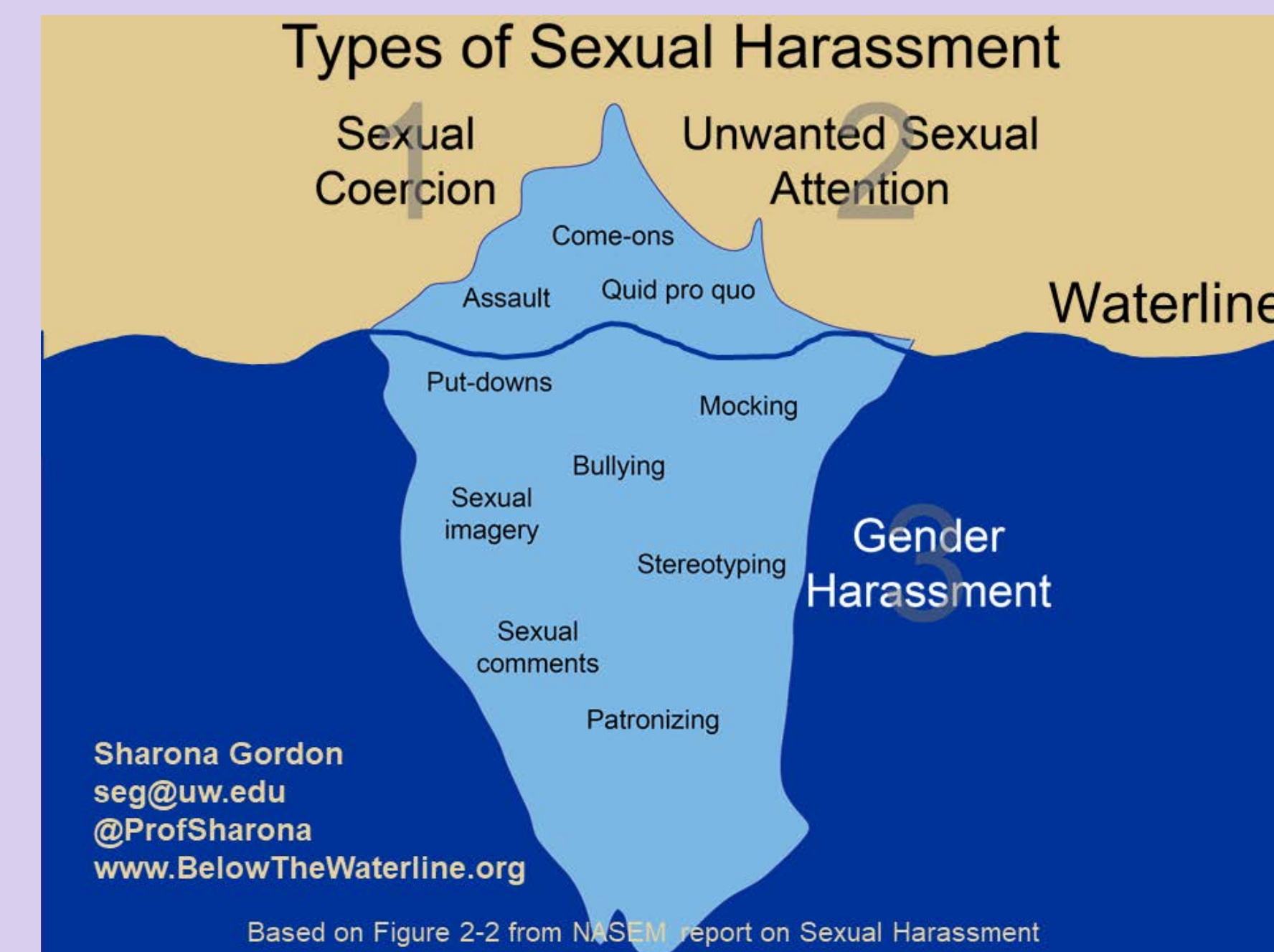
Organization Climate is the most important predictor of prevalence of harassment

- Perception of institution's tolerance for sexual harassing behaviors is directly related to direct and ambient sexual harassment
- Role models who express sexist views and sexually harassing behaviors enable, facilitate, and encourage sexual harassment
- Positive role models who exhibit respectful, professional behaviors inhibit sexual harassment behaviors in those with proclivities for sexual harassment

RECOMMENDATION 15: Make the entire academic community responsible for reducing and preventing sexual harassment

- "All members of our nation's college campuses—students, trainees, faculty, staff, and administrators—as well as members of research and training sites should assume responsibility for promoting civil and respectful education, training, and work environments, and stepping up and confronting those whose behaviors and actions create sexually harassing environments."

Remedy



Symptoms vs. Root Causes

- Incidents of harassment are symptoms of environment lacking respect, as iceberg is symptom of cold water
- Addressing symptoms does not address the root causes – it's like a game of whack-a-mole, in which symptoms continue to recur as long as the root causes remain
- Only efforts to "warm the water" address root causes of harassment and other kinds of bullying

Role of Community Members

- The "temperature of the water" is set by every interaction between individuals every day – many opportunities to influence
- The "temperature of the water" is directly regulated by social bonds between people
- Encouraging individuals to bring their whole selves to work demonstrates that the community values/respects each person
- Honoring every person every day naturally leads to honoring targets of harassment for coming forward
- Create relationships that facilitate sharing of experience

Building Community to warm the water

- Social events reduce isolation, increase exposure to positive role models
- Social norms spread through increased social interactions
- Interactions facilitate recognition of toxic vs. healthy environments
- Publicly recognizing diverse individual contributions communicates shared values

Role of Administrators

- Deal with above the waterline perpetrators
- Facilitate communication/coordination among units on best practices
- Provide resources to units to "warm the temperature of the water"

Program

Goals

- Define Below the Waterline (BTW) harassment
- Understand incidents of BTW harassment as symptoms of a toxic culture
- Shift the focus from blame for incidents of BTW harassment to collective responsibility for the health of our culture
- Discuss how bonds between people contribute energy to warming our environment

Schedule Presentations locally

- Cold calls (emails) to departments, student groups, faculty and administrators known to be allies
- Events advertised by local hosts and via social media and word of mouth
- To date, 8 presentations on UW campus, with 20-70 people per event
- Attendees included trainees, faculty, staff, and visitors
- The representation of women varied from about 80% to about 20%.

Presentations at National Meetings

- Self-invited presentations at Gordon Research Conference, FASEB Summer Research Conference, Society for General Physiologists Summer Conference
- Presentations ranged from 20-40 minutes
- Attendance ranged from 40-80 people

Presentation Contents

- 40 minute presentation using slide deck (available for download on www.BelowTheWaterline.org)
- 20-40 minutes moderated discussion

Outline of Presentations

- Impact of sexual harassment in science
- About the NASEM report, overview of key findings
- Definition of harassment
- Prevalence in Academic Sciences, Engineering, and Medicine
- The role of climate and culture in preventing sexual harassment
- What we can all do to prevent sexual harassment

Disseminate Materials

- Establish www.BelowTheWaterline.org to disseminate slide decks, audio/video recordings, discussion guides, journal club guides
- Present Below the Waterline content to anyone, anywhere, anytime, including local campus discussions, national meetings
- Write and publish editorials on Below the Waterline goals and methods
- Advertise availability of materials on social media via @BelowTheWaterUW