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Yale University

Commitment Statement in support of the National Academies of Sciences, Engineering, and Medicine Action Collaborative on Preventing Sexual Harassment in Higher Education

April 8, 2019

The National Academies report on *Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine (2018)* made an invaluable contribution to the national conversation about sexual misconduct and underscored the detrimental impact of sexually harassing behaviors on the personal and professional lives of women in academia. We know from research and from experiences reported on our own campus that sexual harassment undermines the professional and educational aspirations and the health and well-being of people of all genders. Moreover, the consequences of harassing behaviors are not limited to those experiencing it directly but also affect the broader educational and work environment. The *Sexual Harassment of Women* report concludes that system-wide changes to the culture and climate in higher education are needed and provides a roadmap for higher education to make these changes.

Yale is committed to improving the world today and for future generations through outstanding research and scholarship, education and practice. We educate aspiring leaders worldwide who will serve all sectors of society. Cultivating a vibrant, diverse and inclusive campus community, grounded in the highest standards of conduct, is vitally important if we are to fully realize our mission. Sexual harassment is corrosive to the enterprise of discovery and the formation of community and it is therefore antithetical to those standards. For our community to reach its full potential, we must be vigilant in our efforts, at every level, to create an environment where sexual misconduct has no place.

Yale University is pleased to join with other institutions of higher education and academic medicine and the National Academies of Sciences, Engineering and Medicine to form an Action Collaborative on Preventing Sexual Harassment in Higher Education. Drawing on the collective commitment, experience and expertise of its members, the Action Collaborative will identify and formulate evidence-based policies and practices, at the individual and systems level, to effectively prevent and respond to sexual harassment and promote a culture of civility and respect across higher education.

We embrace the four goals of the Action Collaborative, which are to:

- Raise awareness about sexual harassment and how it occurs, the consequences of sexual harassment, and the organizational characteristics and recommended approaches that can prevent it.
- Share and elevate evidence-based institutional policies and strategies to reduce and prevent sexual harassment.
- Contribute to setting the research agenda, and gather and apply research results across institutions.
- Develop a standard for measuring progress toward reducing and preventing sexual harassment in higher education.

Yale University hereby commits to support the goals of the National Academies of Sciences, Engineering, and Medicine Action Collaborative on Preventing Sexual Harassment in Higher Education.