

March 23, 2022

University of California, Irvine NASEM Commitment to the Action Collaborative on Preventing Sexual Harassment in Higher Education

The National Academies report on *Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine* (2018) found that between 20 and 50 percent of women students and more than 50 percent of women faculty and staff experienced sexually harassing behavior while in academia. Research demonstrates that sexual harassment undermines the professional and educational attainment and mental and physical health of people of all genders. It also shows that these consequences are not limited to those experiencing it directly; but that bystanders – people of all genders – who experience ambient harassment in their work or education environment are also affected and this in turn affects organizations as employees disengage, withdraw, and leave their work so as not to become the next target. 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.

The University of California, Irvine applauds the Action Collaborative for the work it has done to date and looks forward to contributing to its efforts in providing higher education with a roadmap to raise awareness about and prevention of sexual harassment. UCI has already created a Task Force to Review NASEM Recommendations, which produced a report in December 2020. Among other innovations, UCI established a Peer Review Committee in 2017 to recommend discipline in SVSH cases with findings against faculty members. We also established robust complainant and respondent support services.

UCI is pleased to participate in the NASEM Action Collaborative Partner Network and agrees to do the following as an Action Collaborative partner:

- Be an active participant in the Action Collaborative's efforts
- Share information about UCI's efforts and innovations around preventing and addressing sexual harassment
- Make productive use of Action Collaborative resources to improve prevention and addressing of sexual harassment

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

Fiat Lux.



Howard Gillman
Chancellor



Hal Stern
Provost and Executive Vice Chancellor

