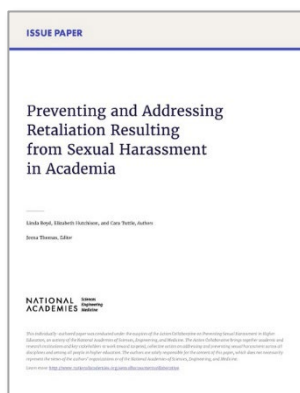


Collaborative Publications on Advancing Efforts to Prevent Sexual Harassment in Higher Education



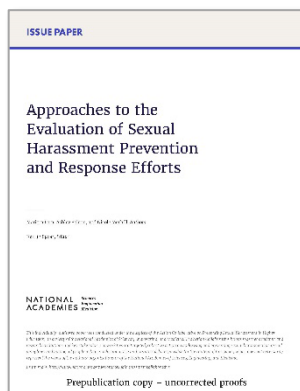
CONSIDERATIONS FOR SUPPORTING POSTDOCTORAL SCHOLARS EXPERIENCING SEXUAL HARASSMENT IN HIGHER EDUCATION: ISSUE PAPER

Postdoctoral scholars are particularly vulnerable to sexual harassment because of their early career stage, a lack of clear institutional policies, and dyadic relationships with their advisors, among other factors. This issue paper describes key institutional considerations and challenges in supporting postdoctoral scholars experiencing sexual harassment in higher education. It serves as research-based resource for higher education administrators; practitioners; faculty, staff, and student leaders. It is available for free at: <https://nap.nationalacademies.org/catalog/28852/considerations-for-supporting-postdoctoral-scholars-experiencing-sexual-harassment-in-higher-education>



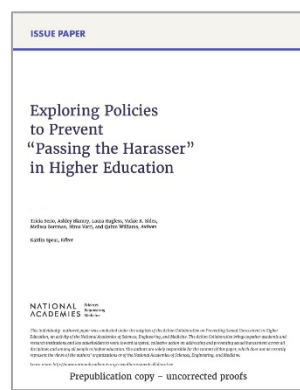
PREVENTING AND ADDRESSING RETALIATION RESULTING FROM SEXUAL HARASSMENT IN ACADEMIA

This paper discusses the existing legal protections against retaliation towards those who experience or report sexual harassment in higher education, conditions that enable retaliation to occur, negative consequences of retaliation, and policies and practices that may help prevent retaliation. It serves as research-based resource for higher education administrators; practitioners; faculty, staff, and student leaders. It is available for free at: <https://nap.nationalacademies.org/catalog/27362/preventing-and-addressing-retaliation-resulting-from-sexual-harassment-in-academia>



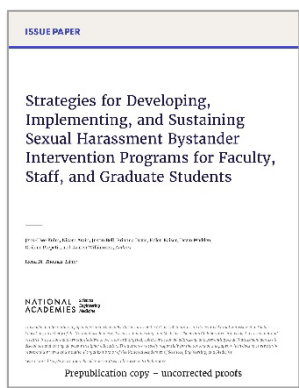
APPROACHES TO THE EVALUATION OF SEXUAL HARASSMENT PREVENTION AND RESPONSE EFFORTS

The limited research evaluating efforts to prevent, respond to, and create policies around sexual harassment makes it challenging to determine whether efforts to address sexual harassment are effective, ineffective, or even harmful in application. This paper explores the principles of sexual harassment evaluation and the methods available to researchers and higher education administrators for evaluating a broad array of different interventions. It is available for free at: <https://nap.nationalacademies.org/catalog/27267/approaches-to-the-evaluation-of-sexual-harassment-prevention-and-response-efforts>



EXPLORING POLICIES TO PREVENT “PASSING THE HARASSER” IN HIGHER EDUCATION

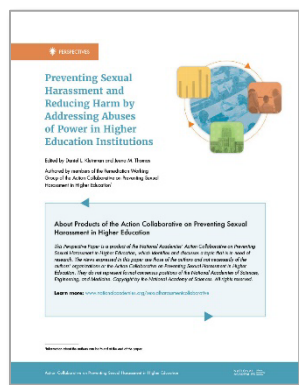
This paper explores decision points around the development and implementation of policies to prevent the practice known as “passing the harasser.” In order to foster organizational climates that prevent sexual harassment and hold individuals accountable for their behavior, institutions need to explore options for policies and procedures that augment background checks, increase transparency, and facilitate the sharing of information about findings of sexual harassment. It is available for free at: <https://nap.nationalacademies.org/catalog/27265/exploring-policies-to-prevent-passing-the-harasser-in-higher-education>



STRATEGIES FOR DEVELOPING, IMPLEMENTING, AND SUSTAINING SEXUAL HARASSMENT BYSTANDER INTERVENTION PROGRAMS FOR FACULTY, STAFF, AND GRADUATE STUDENTS

This paper explores different approaches to developing, implementing, and evaluating the efficacy of sexual harassment bystander intervention trainings for faculty, staff, and graduate students. These approaches highlight the importance of collaboration across an institution's offices and the use of field-specific scenarios tailored to different audiences and power dynamics. It is available for free at:

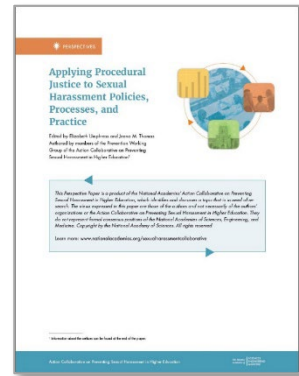
<https://nap.nationalacademies.org/catalog/27266/strategies-for-developing-implementing-and-sustaining-sexual-harassment-bystander-intervention-programs-for-faculty-staff-and-graduate-students>



PREVENTING SEXUAL HARASSMENT AND REDUCING HARM BY ADDRESSING ABUSES OF POWER IN HIGHER EDUCATION INSTITUTIONS

Pulling from research and institutional examples, this paper examines the types of power differentials in academia, how abuses of power can take the form of sexual harassment, and strategies for preventing and remediating such abuses. It is available for free at:

<https://www.nationalacademies.org/news/2023/02/preventing-sexual-harassment-and-reducing-harm-by-addressing-abuses-of-power-in-higher-education-institutions>



APPLYING PROCEDURAL JUSTICE TO SEXUAL HARASSMENT POLICIES, PROCESSES, AND PRACTICES

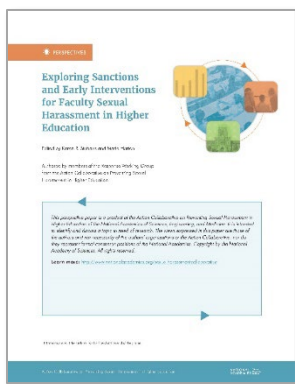
This paper explores how a procedural justice framework could help guide improvements and revisions to policies, processes, and practices within higher education institutions with the potential to mitigate the negative experiences and outcomes of those affected by sexual harassment. The paper encourages institutions to apply procedural justice and thereby promote increased perceptions of fairness and trust for those in the organization. It is available for free at: <https://www.nationalacademies.org/news/2022/04/applying-procedural-justice-to-sexual-harassment-policies-processes-and-practices>



INNOVATIVE PRACTICES TO STOP PASSING THE HARASSER

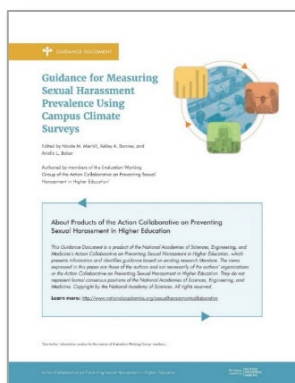
Two innovative practices from the University of Wisconsin System and the University of California, Davis provide comprehensive descriptions of policies and practices for stopping what is called "passing the harasser." The publications detail how the policies work and what processes were used to develop and implement them, with the aim of enabling other organizations to adapt and apply it to their own environment. They are available for free:

- <https://www.nationalacademies.org/news/2022/04/innovative-practice-university-of-california-davis-stop-passing-the-harasser-policy>
- <https://www.nationalacademies.org/news/2022/04/innovative-practice-university-of-wisconsin-system-stop-passing-the-harasser-policy>



EXPLORING SANCTIONS AND EARLY INTERVENTIONS FOR FACULTY SEXUAL HARASSMENT IN HIGHER EDUCATION

This paper lays out the challenges and current landscape for how higher education deals with harassment by faculty members and notes some ways in which academic administrators may intervene and hold tenured or tenure-track faculty accountable for harmful behaviors that are not deemed institutional or legal violations. The paper draws attention to four current challenges for responding to sexual harassment by faculty members: coordination, transparency, consistency, and correcting behavior through accountability. It is available for free at: <https://www.nationalacademies.org/news/2022/10/exploring-sanctions-and-early-interventions-for-faculty-sexual-harassment-in-higher-education>



GUIDANCE FOR MEASURING SEXUAL HARASSMENT PREVALENCE USING CAMPUS CLIMATE SURVEYS

Measuring the prevalence of sexual harassment on a campus can be achieved by collecting population-based data in the form of a large-scale survey such as a campus climate survey. The ability for such a survey to do so accurately, however, depends on many factors. To help the higher education institutions conduct climate surveys that align with best practices identified by research, this guide provides key considerations for each step in the climate assessment process. It is available for free at: <https://www.nationalacademies.org/news/2021/09/guidance-for-measuring-sexual-harassment-prevalence-using-campus-climate-surveys>

PENDING: Anticipated Release in Summer 2025

Issue Paper:
Anticipated
Summer 2025

IDENTIFYING GAPS IN SEXUAL HARASSMENT REMEDIATION EFFORTS IN HIGHER EDUCATION: ISSUE PAPER

This issue paper describes current institutional efforts to remediate harm from sexual harassment in higher education. More detail will be available upon publication. The project page is available here: <https://www.nationalacademies.org/our-work/identifying-gaps-in-sexual-harassment-remediation-efforts-issue-paper>