

Responding to Incidents of Harassment

Fifteen percent of women faculty members at American colleges and universities report incidents sexually harassed on the job, according to a study presented at the annual meeting of the American Educational Research Association. The first large-scale, national look at the extent and effects of sexual harassment of women faculty, the study is based on a survey of a representative sample of nearly 30,000 male and female faculty at nearly 270 public and private institutions of higher education.

http://www.umich.edu/~urecord/9394/Apr11_94/10.htm

Nearly **two-thirds (62%) of college students** experience sexual harassment at some point during college, including nearly one-third of first year students, according to the American Association of University Women Educational Foundation's newest research report on campus sexual harassment. Sexual harassment takes an especially heavy toll on female students: More than two-thirds (68 percent) of female students who experience harassment feel very or somewhat upset by it. One-third (32 percent) say they felt afraid and one-fifth (18 percent) say that they were disappointed in their college experience as a result of sexual harassment. <http://www.aauw.org/research/dtl.cfm>

What Chairs Should Do:

- Address issues immediately.
- When you learn of an incident, call Human Resources or Academic Human Resources within 24-48 hours. You do not need to assess the problem, just report it and get guidance on what to do next.
- Know the University of Washington's policies regarding harassment and workplace violence (please see handouts).
- Communicate these policies regularly (at least once a year) to all employees, including faculty, staff and Academic Student Employees (ASEs). Make sure that people in supervisory roles know they must take responsibility in addressing harassment issues and are potentially liable.
- When you need to have the difficult conversations with faculty, Cheryl Cameron, Vice Provost for Academic Personnel, is a great resource. She can help with discussion points and processes that are in accordance with federal and state laws, and university policy.

Campus Resources:

List of Central Human Resource Consultants (HRCs), by unit:

<http://www.washington.edu/admin/hr/contacts/servicetms/majorunitorder.html>

- General Central HR number: 543-2354
- College of Arts and Sciences HRC: Erin Rice - 897-1670
- College of Engineering: Debbie Flores - 616-2604
- UW Bothell, UW Tacoma HRC - Caroline Currin 685-7577
- Ocean and Fishery Sciences, Information School HRC: Heather Bliss (685-7578)
- If it is an emergency or a workplace violence issue, press "0" to be redirected to the HR front desk. If your call goes to voicemail, tell the receptionist that there is an urgent issue and you need to speak with someone immediately. You will be connected to someone who can handle the issue.