

Best Practices for Preventing Harassment in Atmospheric Science: Leveraging Field-Campaign Networks for Collaborative Change

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Submitted Manuscript: Fischer, E. V., B. Bloodhart, K. Rasmussen, I. B. Pollack, M. G. Hastings, E. Marin-Spiotta, A. R. Desai, J. P. Schwarz, S. Nesbitt and D. Hence (in review), Leveraging Field-Campaign Networks to Effect Collaborative Change on Sexual Harassment, BAMS, M.S. no: BAMS-D-19-0341.

Award# HRD-
1835055



Thanks to our participating field campaigns:



Why do we need to engage field campaign teams on the issue of harassment?

Large and collaborative multi-institutional teams often carry out field campaigns.

These **networks** can take years to establish, and they lead to **enduring, productive collaborations**.

These experiences **dramatically expand the professional networks, publications, and career potential for trainees**, including extended interaction at major conferences and science-team meetings.

Our project involved 4 major field campaigns.
Here is the engagement process:

Survey four field campaign teams about past incidences
and measure Social Psychological Scales.



Train teams to identify, prevent and intervene in relevant situations.
Used slightly modified ADVANCEGeo Materials



Re-survey both field campaign teams after the campaigns.



Present results to teams, discuss findings and path forward
Poster at AMS in science session, lunch meeting at AMS and at recent science team meeting.

We conducted pre- and post- campaign surveys to measure harassment behaviors and attitudes.


- Online survey sent before and after each campaign
- All campaign members (students, staff, researchers) were invited to participate
- Pre-Survey: 303 participants (103 women, 193 men, 7 other or did not identify)
- Post-Survey: 286 participants (100 women, 167 men, 19 other or did not identify)

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We used harassment training materials adapted from ADVANCEGeo.

← → ↻ 🏠 <https://serc.carleton.edu/advancegeo/workshops/index.html>

📱 Apps 🖥️ Canvas Login 🌐 Instructor Access | 📄 Hits 1980-1989 | 🔖 Save to Mendeley 📄 ScholarOne Manuscript 📄 SCORAI 📄 APA convention web



ADVANCEGeo Partnership

Empowering geoscientists to transform workplace climate

[ADVANCEGeo > Workshops](#)

ADVANCEGeo

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ADVANCEGeo Workshops

Our work is based on a community model for harassment intervention training for academic leaders and faculty that harassment as scientific misconduct and equips individuals and departments with skills to 1) recognize harassment settings and how it is experienced by individuals with different gender, racial and ethnic identities, 2) implement direct harassment (bystander intervention), 3) produce, implement, and enforce ethical codes of conduct, and 4) educate the harm caused by harassment. A main goal of ADVANCEGeo is to produce material that can be adapted to different person and online, for departments, and for broader audiences at scientific conferences. We are currently developing materials that will be made publicly available via this site.

Workshop Description: Strategies for Improving Workplace Climate

This short, interactive session (2 hours) describes academic practices and institutional structures that allow for behaviors to persist, discusses initiatives to address harassment as research misconduct, and provides training in protect and support targets of harassment. As a result of this session, participants will be able to identify: (1) different



Earth Science
WOMEN'S NETWORK



Other intervention measures included codes of conduct and handouts.

Harassment Reporting and Complaint Procedure

UCAR strives to maintain a work environment that encourages mutual respect and professionalism and is free from all forms of harassment, intimidation and violence.

This procedure outlines the reporting process for any harassment complaint. It includes a flow chart describing the process and *Frequently Asked Questions* detailing what to expect if you file a complaint or have a complaint filed against you.

If you have questions or concerns about UCAR's process at any time you should contact:

- Human Resources Director
- Chief Diversity, Equity & Inclusion Officer
- Ethics Officer

UCAR's Commitment

Any person (employees or third parties) who uses this reporting and complaint procedure will be treated with dignity, respect and professionalism by UCAR. UCAR will handle all complaints swiftly and confidentially.

Filing a complaint in good faith will not have a negative impact on your employment. If you are as possible. This procedure and activities at all work workshops.

How to File a Report at UCAR encourages any individual who has been retaliated against to initiate a report.

- To the employee
- UCAR/NCAR/UCAR
- Human Resources
- Chief Diversity,
- Ethics Officer
- Anonymously, if
- Anonymously, if

WE-CAN Harassment Procedures

It is not the intent, but rather the perception and impact which determines if an action is harassment. WE-CAN PIs acknowledge that when employees know about the procedures for reporting harassment, have resources to assist targets of harassment, and are certain of sanctions for harassment behavior, the occurrence of harassment can be reduced [McDonald et al., 2016]. Thus, WE-CAN will have a formal sexual harassment training for all participants, multiple channels for reporting harassment, and pre-determined sanctions for engaging in harassment.

A recent proposed policy change at NSF (Important Notice No. 144: Harassment) states that the “NSF does not tolerate sexual harassment, or any kind of harassment, within the agency, at grantee organizations, field sites, or anywhere NSF-funded science and education are conducted” and they “expect all awardee organizations to establish and maintain *clear and unambiguous standards of behavior* to ensure *harassment-free workplaces wherever science is conducted*.” These requirements are consistent with the independent expectations of the WE-CAN PIs. The WE-CAN PIs are united in their commitment to a diverse, inclusive and respectful environment.

All WE-CAN participants are expected to:

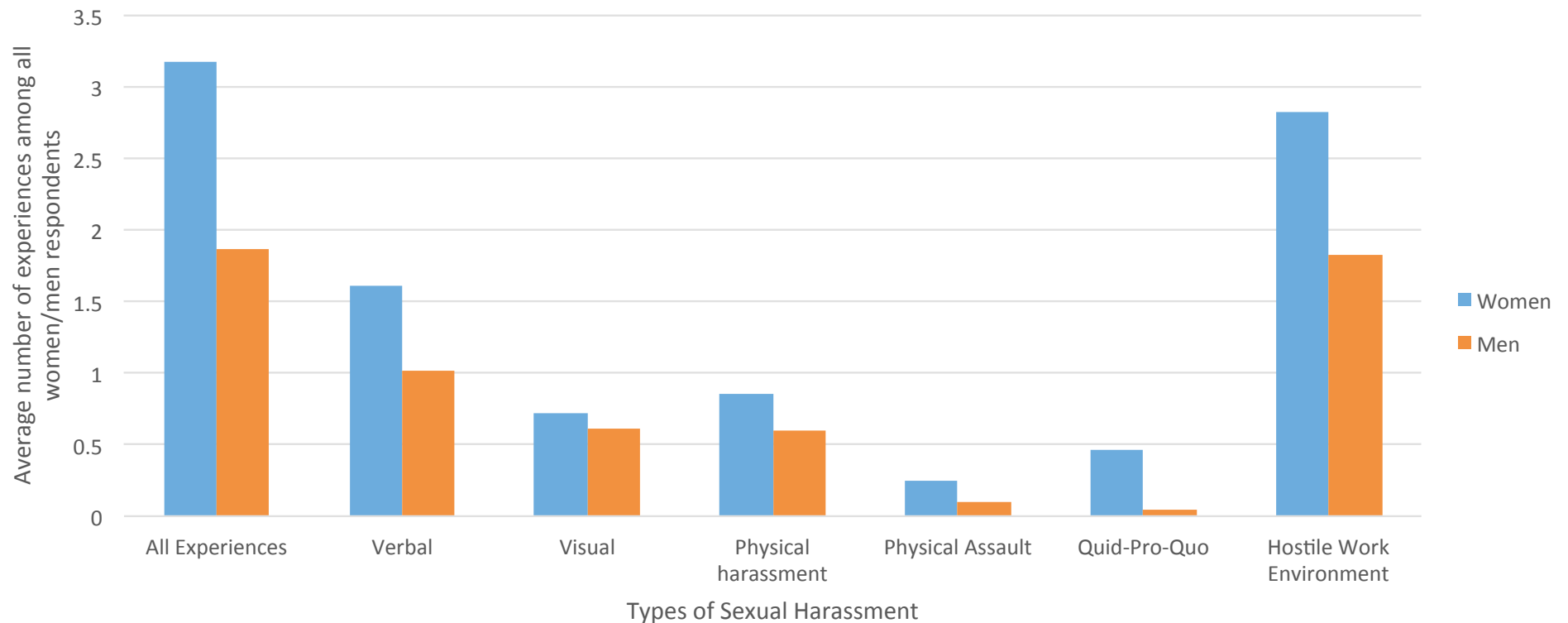
- 1) Be familiar with NSF Important Notice No. 144; <https://www.nsf.gov/pubs/issuances/in144.jsp>.
- 2) Participate in a training on July 10, 2018. This training will be located at RAF, and remote access will be available. The training will include information on how to identify and prevent harassment, how to provide support for targets of harassment, and how to report instances of harassment, sexual or other. Everyone will be asked to confirm that they are aware of NSF Important Notice No. 144 at this time.
- 3) Report all instances of harassment in accordance with each project participant's institution policy, or to the WE-CAN Leads identified below.

Preventing and Responding to Sexual Harassment

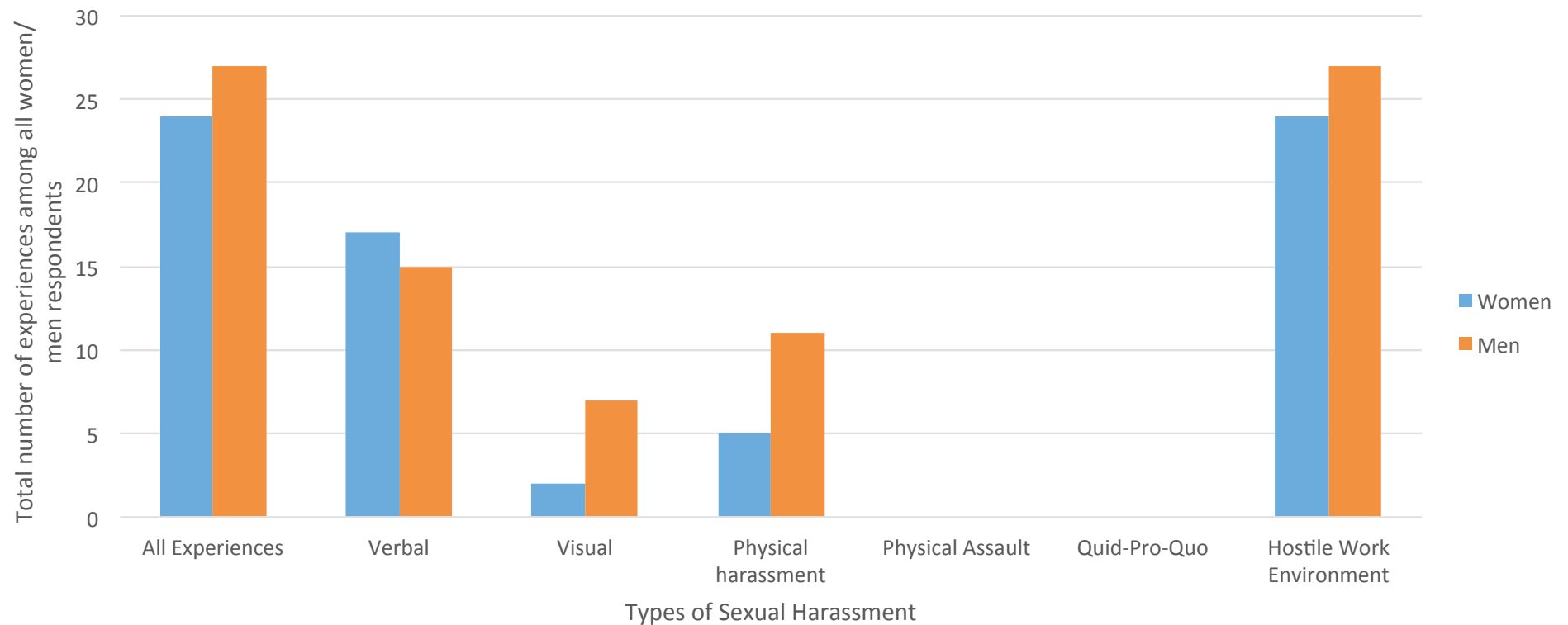
If you experience harassment Who you can talk to: Required to Report: <ul style="list-style-type: none">• Team Leaders<ul style="list-style-type: none">- PIs: Kristen Rasmussen- Other Team Leaders:• Legal<ul style="list-style-type: none">- University legal office- UCAR legal office- Local law enforcement Not required to report: <ul style="list-style-type: none">• Support Groups- University ombudsman- Campus gender advocacy centers- Health services centers- Therapists/ counselors• Online<ul style="list-style-type: none">- ProjectCallisto.org	Don't be a Bystander. Intervene. Follow the 5 D's DIRECT – Confront the situation. Be firm, clear, and concise. Say or do something. DISTRIBUTE – De-escalate the situation. Move attention away. DELEGATE – Seek help from a third party. DELAY – Check in with the target. Offer support. Find out more about what's happening. DOCUMENT – Create a record. The most important thing you can do is support others in their decisions about how to report things that happened to them. <i>There is no such thing as a "neutral bystander"</i>
Sexual harassment is NOT defined by the intentions of the actor but by the experiences of the target	

RELAMPAGO Code of Conduct National Support and Information <ul style="list-style-type: none">o AAUW Know Your Rights: Workplace Sexual Harassment http://www.aauw.org/what-we-do/legal-resources/know-your-rights-at-work/workplace-sexual-harassmento Feminist Majority sexual assault resources www.feminist.org/911/resources.htmlo RAINN (Rape, Abuse & Incest National Network) www.rainn.org/ThatIsHarassmento National Sexual Violence Resource Center http://www.nsvrc.org/organizationso Equal Employment Opportunity Commission (EEOC) at www.eeoc.gov or 1-800-669-4000 Academic / Professional <ul style="list-style-type: none">o American Geophysical Union stopharassment.agu.orgo Professionalism: The Responsible Conduct of Scientists serc.carleton.edu/geoeethics/professionalism.htmlo Know Your Title IX https://www.knowyourtitleix.org	RESOURCES
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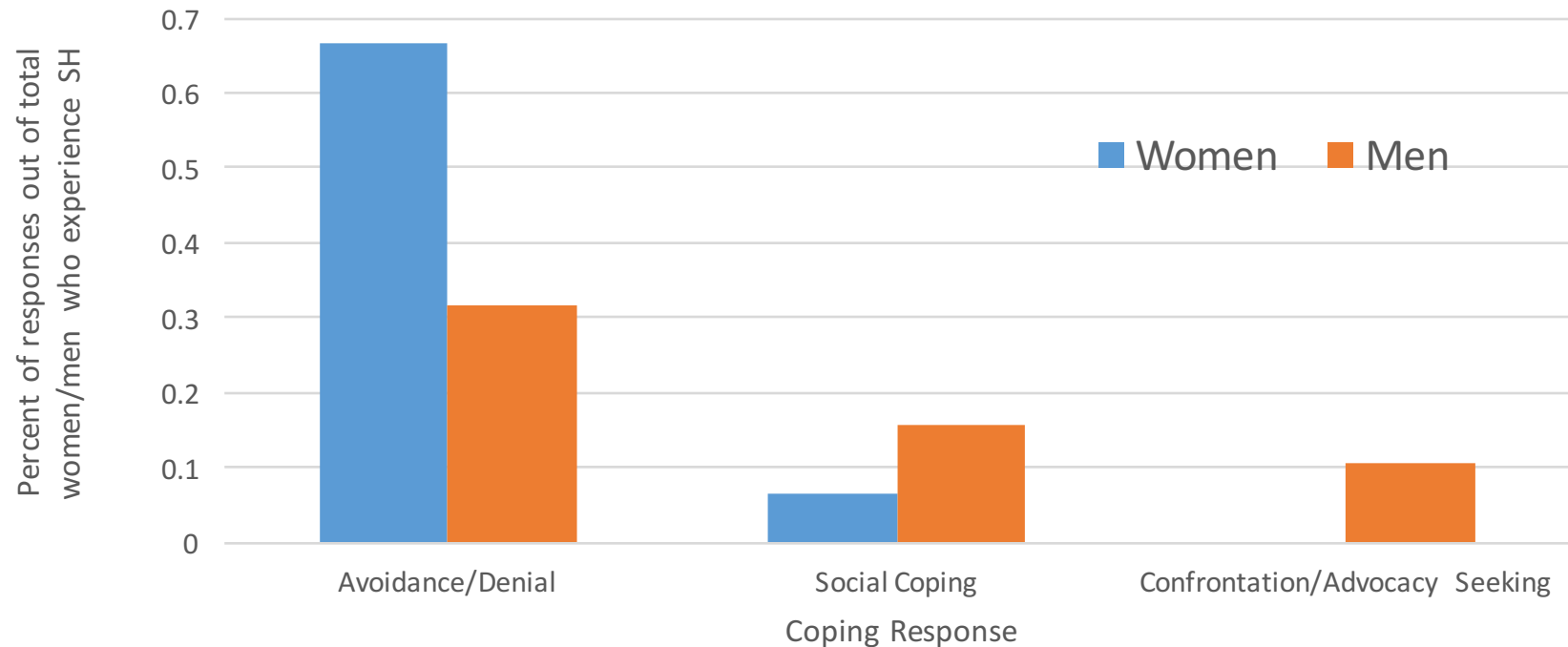
Pre-campaign surveys indicate ~50% of women had experienced sexual harassment prior to the campaigns.



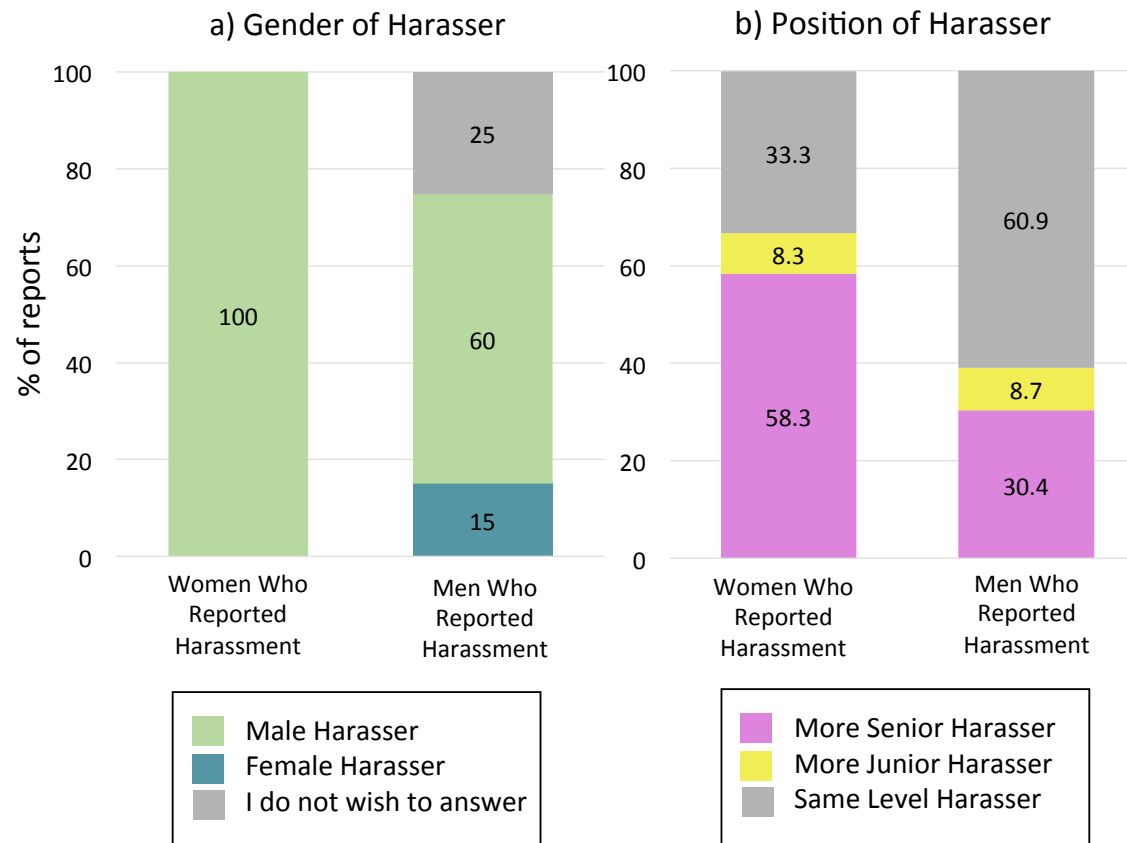
There were 51 incidences of harassment behavior reported in the post-campaign surveys.



Most sexual harassment experienced during the field campaigns was not confronted or reported.



Men and women had very different experiences with harassment.

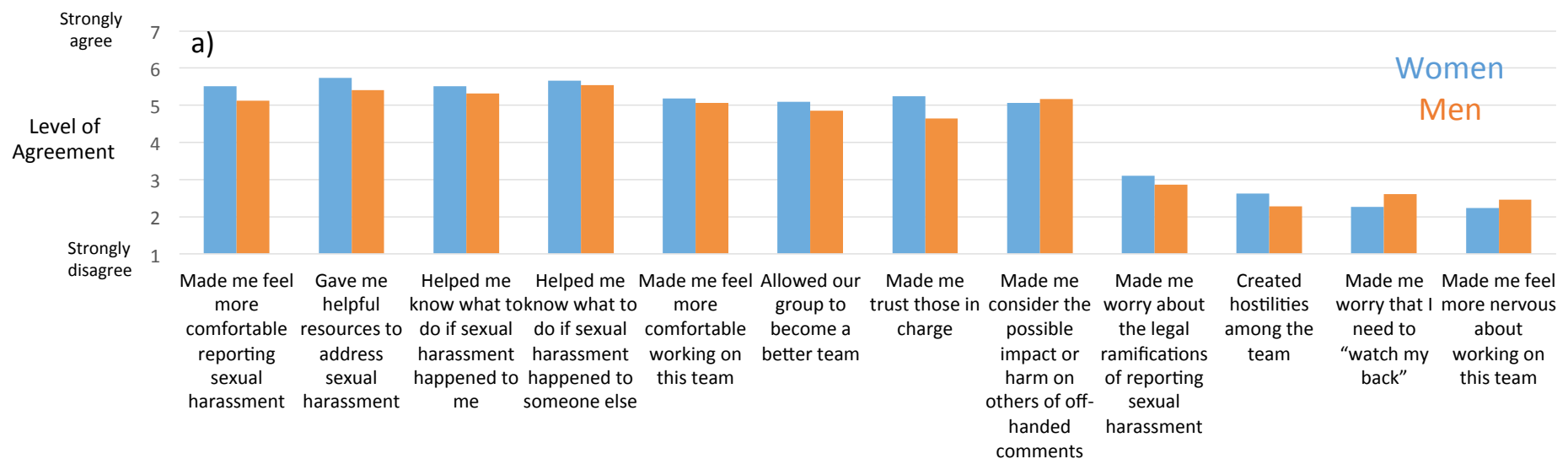


Our data suggests that sexual harassment continues to be a problem for early-career colleagues.

In the pre-campaign survey, 59% of junior level participants communicated that they have already experienced some form of harassment.

During the field campaigns, 28% of junior-level participants disclosed experiencing some form of harassment (11% of senior-level reported).

The response to the ADVANCEGeo training was largely positive with some gender differences.



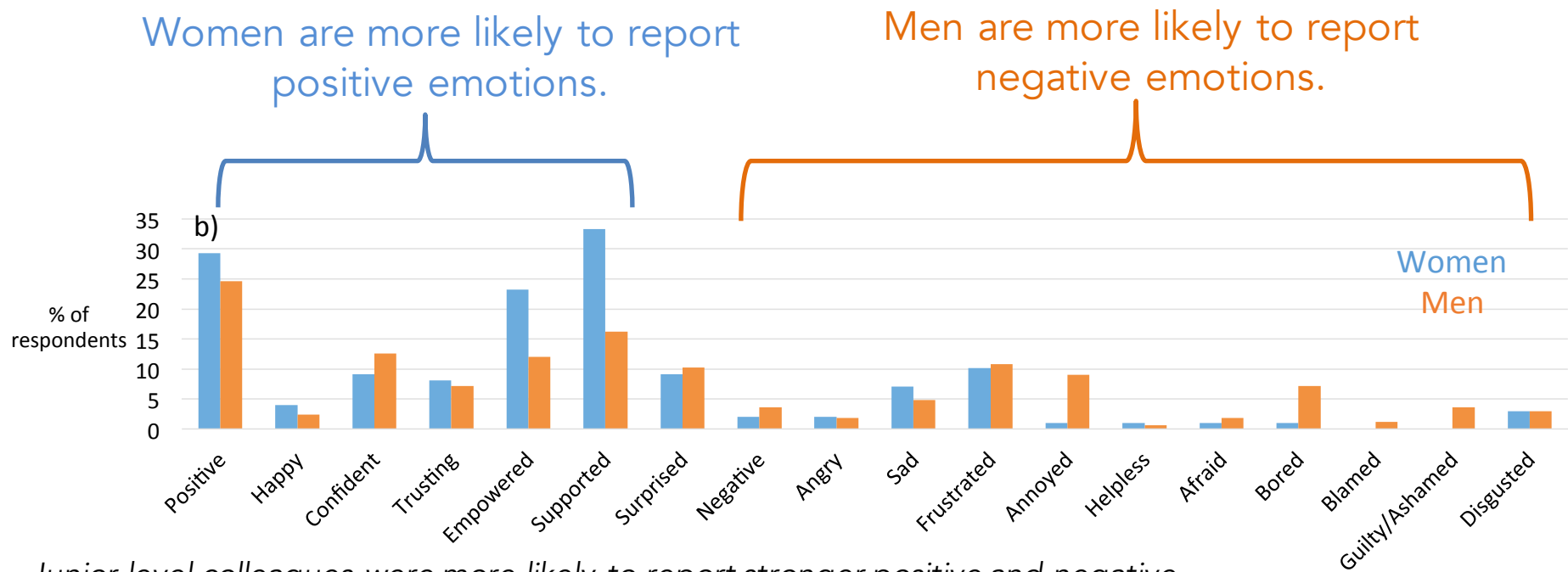
Junior-level colleagues were more likely to report stronger positive and negative feelings toward the training compared to senior-level colleagues.

There are very promising examples of behavioral change in the written comments.

One male participant reported that he felt enabled to “call out” the use of sexist jokes being shared among team members in an online platform due to the training.

A female participant reported that two of her male colleagues helped her leave a situation in which she was being harassed by a person unaffiliated with the field team, named it as harassment, and checked whether she was okay.

Both women and men were more likely to report positive emotions than negative emotions, but...



Junior-level colleagues were more likely to report stronger positive and negative feelings toward the training compared to senior-level colleagues.

We have some informal observations to offer the community based on our experiences.

- Poor prior training may be a factor in how receptive we are to new tools.
- Sexual harassment training should be part of a broader culture that does not tolerate discrimination
- All members of the team need to feel like they can be part of the solution
- Avoiding blame seems to help men fully engage in the process
- Optimized trainings should be facilitated by mixed-gender leaders.

Based on the surveys we can see that:

- Sexual harassment is a problem for our community
- Reporting mechanisms need to be improved
 - *Multiple channels for reporting*
 - *Unified over multiple jurisdictions*
 - *Free from retaliation*
- Better codes of conduct are likely needed
 - *Extend to social settings*
 - *Multicultural development of standards*

We think this is
a path forward!

Collaborative Change to End Harassment in Atmospheric Science

