Changing the Culture of Science to Maximize Talent and End Harassment
The NIH Perspective

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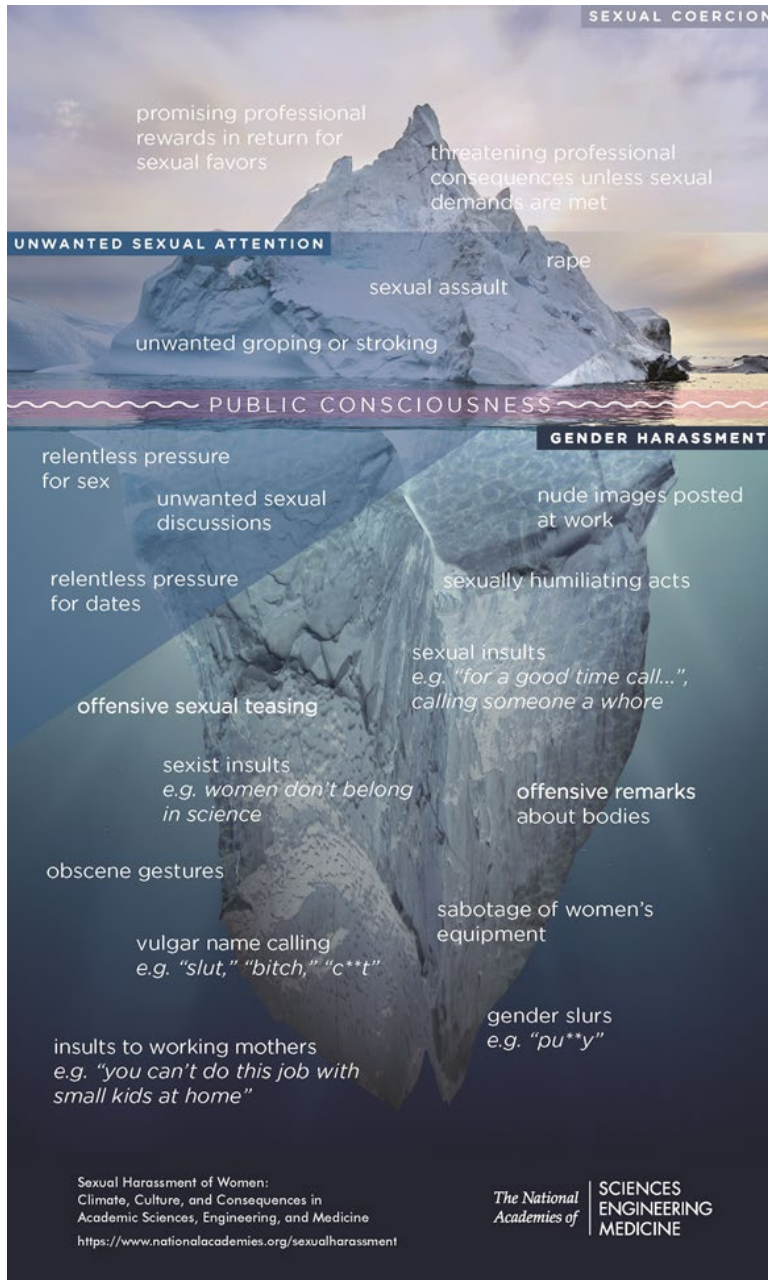The NASEM report fundamentally changed the conversation in a way long overdue...

Bottom line: it is time for change

Sexual harassment is morally indefensible, unacceptable, and presents a major obstacle that is keeping women from achieving their rightful place in science

We can do better. We must do better.

SEXUAL COERCION

promising professional rewards in return for sexual favors

threatening professional consequences unless sexual demands are met

UNWANTED SEXUAL ATTENTION

rape

sexual assault

unwanted groping or stroking

~ PUBLIC CONSCIOUSNESS ~

GENDER HARASSMENT

relentless pressure for sex

unwanted sexual discussions

nude images posted at work

relentless pressure for dates

sexually humiliating acts

offensive sexual teasing

sexual insults
e.g. "for a good time call…", calling someone a whore

sexist insults
e.g. women don't belong in science

offensive remarks about bodies

obscene gestures

sabotage of women's equipment

vulgar name calling
e.g. "slut," "bitch," "c**t"

gender slurs
e.g. "pu**y"

insults to working mothers
e.g. "you can't do this job with small kids at home"

Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine
https://www.nationalacademies.org/sexualharassment

The National Academies of SCIENCES ENGINEERING MEDICINE

NIH Internal Anti-Harassment Actions

OVERSIGHT

NIH Anti-Harassment Steering Committee

POLICIES

Anti-Harassment Manual Chapter & Relationship Policy Statement

TOOLS & RESOURCES

Hotline, Webform, Training, Education, and Additional Resources

PROGRAM

NIH Civil Program Expansion Updates

TIMELINE & COMMUNICATIONS

Anti-Harassment Program Launch Timeline and Campaign

NIH Anti-Harassment Actions

Demonstrating Transparency and Accountability

- February 28th 2019 – Director's Statement
- Emailed all NIH-funded institutions for assistance combating sexual harassment
- ICs are required to develop independent anti-harassment plans
- <mark>NIH co-chairs the NSTC Subcommittee on Safe and Inclusive Research Environments</mark>
- Established mechanisms to report concerns about NIH-funded institutions
  - Email: GranteeHarassment@od.nih.gov
  - Anonymous Webform (case sensitive): https://public.era.nih.gov/shape/public/notificationForm.era

Internal Actions

- 2018-2019: 200+ allegations
  - Formal and informal disciplinary actions
  - Training sessions about the anti-harassment program

External Actions

- 2018-2019: Reviewed 100+ incidents/inquiries (50+ institutions)
  - PI replacement/removal from grants, peer review
  - Institutional disciplinary actions

NIH Expectations, Policies, & Requirements

https://grants.nih.gov/grants/policy/harassment.htm

- **NIH requires that every organization receiving NIH funds:**
  - has systems, policies, and procedures in place to manage research activities in accordance with our standards and requirements (see Grants Policy Statement)
  - complies with federal laws, regulations, and policies protecting the rights and safety of individuals working on NIH-funded projects

- **NIH expects that institutions:**
  - develop and implement policies and practices that foster a harassment-free environment;
  - maintain clear, unambiguous professional codes of conduct;
  - ensure employees are fully aware and regularly reminded of applicable laws, regulations, policies, and codes of conduct;
  - provide an accessible, effective, and easy process to report sexual harassment, and provide protection from retaliation;
  - respond promptly to allegations to ensure the immediate safety for all involved, investigate the allegations, and take appropriate sanctions; and
  - inform NIH of administrative actions that removes senior/key personnel on an NIH award

NIH Actions and Oversight

- **NIH Notification of Administrative Action, Change in Status**
  - Grantee institutions must notify NIH if it takes an administrative action
    - For example, imposing leave or terminating employment
    - In cases that affects the ability of senior/key personnel to continue on an NIH grant award, or otherwise constitutes a change in their status
  - While NIH does not intervene in personnel matters at other organizations, we take all allegations of sexual harassment very seriously and require that grantee institutions foster work environments conducive to high-quality research, a term and condition of NIH award
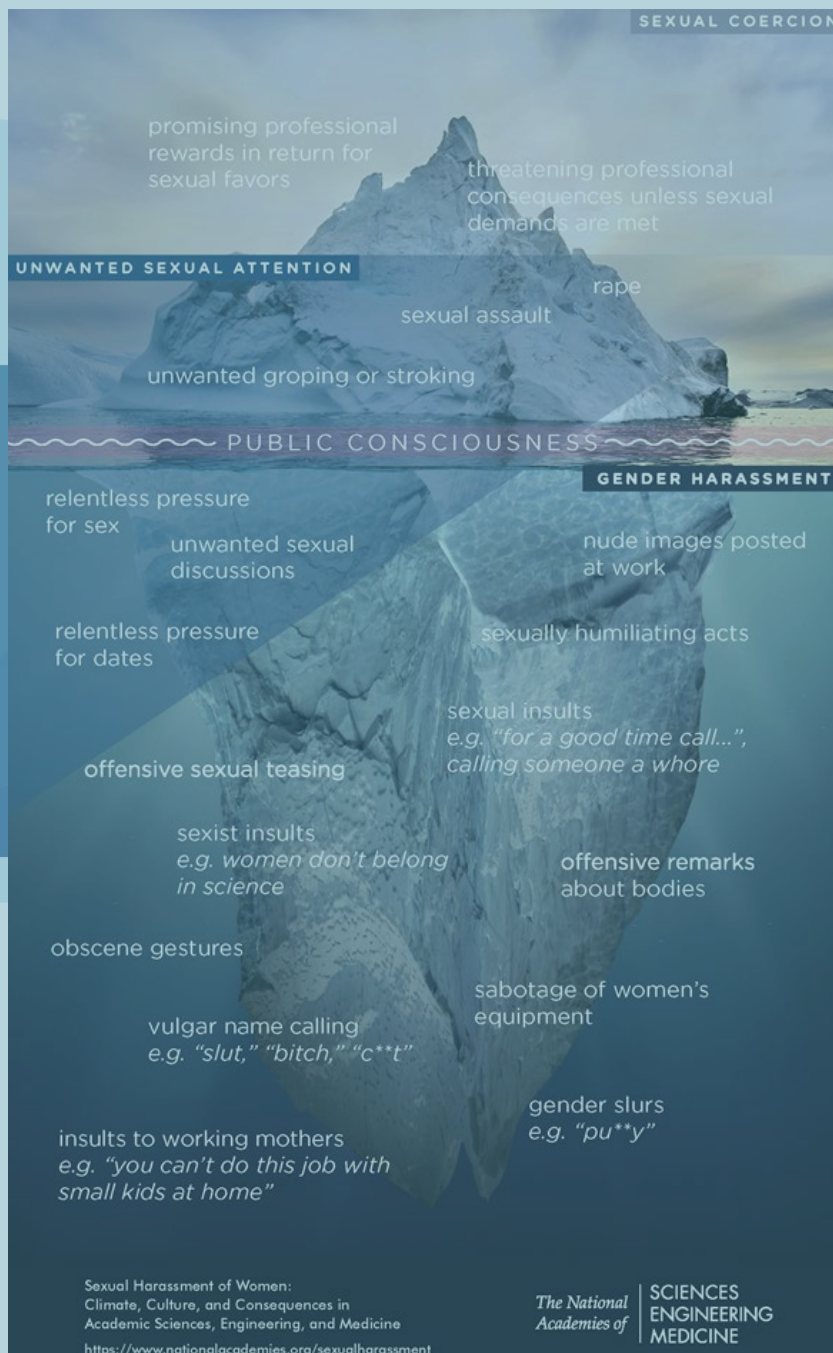
From Compliance to Culture
The NIH Advisory Committee to the Director
Working Group on Changing the Culture to End Sexual Harassment

Advisory Committee to the NIH Director
Working Group on Changing the Culture to End Sexual Harassment

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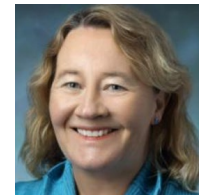*NIH*

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Key Definitions

Professional Misconduct

Inappropriate Behaviors

Research Misconduct

| Harassment/ Bullying | Sexual Harassment | Falsification | Fabrication | Plagiarism |

Unwanted Sexual Attention, including sexual assault

Sexual Coercion

Gender Harassment, including discrimination

Working Group Report
Recommendations Accepted by NIH Director (Dec. 2019)

- **Recommendations Around Report Themes:**

  1. Increase Transparency and Accountability in Reporting of Professional Misconduct, especially Sexual Harassment

  2. Establish Mechanisms for Restorative Justice

  3. Ensure Safe, Diverse, and Inclusive Research and Training Environments

  4. Create System-wide Change to Ensure Safe, Diverse, and Inclusive Research Environments

<p style="text-align: center; color: red;">What happens next?</p>

Sparking Introspection – read the ACD report!

- Are some of the values we hold dear in the research enterprise contributing to risk factors for harassment?
  - "Meritocracy"
  - Lab as "family"
  - Apprenticeship system of training
- Are we too willing to forgive bad behavior in exchange for good science/scientific prestige?
  - Academic freedom vs. freedom of behavior
- How does the way we fund research contribute to the culture that is driving women out of science?
  - Concentrating funding
  - "Celebrity" culture of science?
  - Risk averse = maintaining the status quo
  - Root cause issues… alignment w/other ACD WG