



Argonne National Laboratory Commitment Statement in Support of the National Academies of Sciences, Engineering, and Medicine Action Collaborative on Preventing Sexual Harassment in Higher Education

April 25, 2023

Sexual and gender harassment in science, engineering, and medicine undermines the professional and educational careers and mental and physical health of people, including bystanders who witness harassment in their work or educational environment. This harassment also can cause significant damage to research integrity and a loss of talent in these fields.

This issue is of significant concern to national laboratories, which employ the nation's foremost scientific, technical, and engineering talent. Moreover, national laboratories, in collaboration with higher education, actively develop and train the next generation of the scientific and technical workforce.

At Argonne National Laboratory, we bring together the world's leading scientists and engineers to solve complex problems. Diversity of thought, ideas, backgrounds, and problem-solving approaches is essential to Argonne's success in unlocking new scientific and technological frontiers that lay the foundation for America's energy future and deliver economic growth.

To build and support our world-class community of talent, we must create and sustain a safe, welcoming, and inclusive environment for each member of Argonne's community. We must be clear that harassment of any kind is not acceptable, but this is not enough. We must move beyond basic legal compliance to change our organizational culture and climate by proactively eliminating the circumstances and factors that allow sexual and gender harassment to occur.

Taking this holistic approach will provide a respectful and healthy environment in which our staff can bring their diverse and unique perspectives to bear in the service of scientific innovation to drive U.S. prosperity and security.

Argonne National Laboratory affirms its ongoing commitment to advance efforts to prevent and end sexual and gender harassment as a member of the National Academies of Sciences, Engineering, and Medicine Action Collaborative on Preventing Sexual Harassment in Higher Education. We are proud to join the Action Collaborative, which brings together leaders from academic institutions and key stakeholders to collaboratively work toward and share targeted action on addressing and preventing sexual harassment across all disciplines and among all people. The Action Collaborative provides the opportunity to collaborate with leaders from academic institutions, practitioners, and research experts to:

1. Facilitate and inform action on preventing and addressing harassment;
2. Share and elevate evidence-based policies and strategies for reducing and preventing sexual and gender harassment;
3. Advance research on sexual and gender harassment prevention, and gather and apply research results across institutions;
4. Raise awareness about sexual and gender harassment and its consequences, and motivate action to address and prevent it; and



5. Assess progress in higher education and the national laboratories toward reducing and preventing sexual and gender harassment in higher education.

Argonne National Laboratory hereby commits to support the goals of the National Academies of Sciences, Engineering, and Medicine Action Collaborative on Preventing Sexual Harassment in Higher Education and particularly within the important research environment of the nation's national laboratories.

A handwritten signature in black ink that reads "Paul K. Kearns". The signature is fluid and cursive, with "Paul" and "Kearns" being the most prominent parts.

Paul K. Kearns
Director
Argonne National Laboratory