

June 10, 2021

**Baylor College of Medicine Commitment Statement to join
the Action Collaborative Partner Network**

The National Academies of Sciences, Engineering and Medicine (NASEM)'s 2018 report, Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering and Medicine, suggests that sexual harassment has an impeding effect and harmful consequences in academic sciences, engineering, and medicine. The NASEM 2018 report emphasizes the need to not only change policies, practices, procedures, and behavioral norms but calls for systemic change within institutions to change organizational cultures and climates to prevent sexual harassment.

Baylor is committed to providing a safe and supportive environment for all community members, employees, and students. We believe that all individuals have the right to be free from all forms of sex and gender-based discrimination, which includes sexual harassment and any acts of sexual violence. Baylor's leadership has committed to equity and inclusion for all members of the community and has signed the [Association of American Medical College's Gender Equity Pledge](#). Baylor ensures this commitment by mandating sexual violence prevention education for all students and employees, tailoring sexual violence prevention education to specific groups and or departments, and providing education by addressing potential climate issues related to power differentials and reprisal.

Baylor agrees to do the following as an Action Collaborative Partner Network Organization:

- Baylor will share information about the organization's efforts and innovations around preventing and addressing sexual harassment
- Baylor will use, adapt, implement, and share the resources and practices that are identified or published by the Action Collaborative; and
- Baylor will be committed to participating actively in the Action Collaborative's work.

Baylor is honored and committed to join NASEM's Action Collaborative Partner Network. We are excited for the opportunity to join the Partner Network of the Action Collaborative on Preventing Sexual Harassment in Higher Education and look forward to what this collaboration will bring.

Best Regards,

A handwritten signature in black ink, reading "Alicia D. H. Monroe".

Alicia D. H. Monroe, M.D.
Provost and SVP
Academic and Faculty Affairs