



## Cold Spring Harbor Laboratory

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### Action Collaborative on Preventing Sexual Harassment in Higher Education

#### Cold Spring Harbor Laboratory Public Statement

The National Academies Action Collaborative brings together leaders from academic institutions and key stakeholder to collaboratively work toward addressing and preventing sexual harassment across all disciplines and among all people in higher education. Cold Spring Harbor Laboratory (CSHL) is proud to be a founding member of the Action Collaborative and an active and engaged participant in all activities related to the Collaborative's work.

CSHL is committed to creating a safe environment, free from gender and sexual harassment, where all faculty, staff, students and visitors are supported. Our active participation in the NASEM Action Collaborative reflects the shared goals between CSHL and the Action Collaborative in reducing and preventing sexual harassment in the scientific academic community. The Action Collaborative has provided resources, information and organizational structure that has enabled our institution to join with others to share best practices, expertise and experiences with these goals in mind.

Over the next four years, CSHL is focused on several areas that align with the Action Collaborative and will be drawing from the resources and connections made available through this group. These key areas include:

- Promoting civility across the institution, between all levels of faculty, students and staff; this will involve revising codes of conduct, incorporating these concepts into existing training/education (i.e., Responsible Conduct of Research Training) and embedding them within other institutional processes and policies related to assessment and promotion;
- Improving communication on policies and processes related not only to sexual harassment, but to all forms of harassment experienced on campus.
- Examining the impact of harassment on specific groups beyond students, including postdoctoral fellows, staff scientists and administrative staff – with a focus on the institution as a whole.

This work will be a collaboration between the faculty and administrative leaders with significant input from trainees, postdoctoral scientists and staff. We aim to connect various groups on campus that each have their own perspectives and experiences to share related to harassment so we can capture and amplify voices that may not otherwise be heard. The overarching goal is to engage the entire CSHL community in this effort in order to provide a safe and productive environment where we can continue to drive scientific discovery and innovation at the highest level.

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