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We at the Icahn School of Medicine at Mount Sinai (ISMMS) value maintaining a supportive, collegial environment free from harassment for faculty, students, and trainees, regardless of gender, gender expression, or gender identity. In 2019, we launched the Office of Gender Equity in Science and Medicine and advocates across the institution have been working tirelessly in support of this office's vision of a culture where everyone is valued and has the opportunity to succeed. We steadfastly believe that our active participation in the National Academies of Science, Engineering and Medicine's Action Collaborative will advance our collective efforts to improve gender equity in academic medicine and beyond.

The National Academies report on [Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine \(2018\)](#) found that between 20 and 50 percent of women students and more than 50 percent of women faculty and staff experienced sexually harassing behavior while in academia. Research demonstrates that sexual harassment undermines the professional and educational attainment and mental and physical health of people of all genders. It also shows that these consequences are not limited to those experiencing it directly; but that bystanders – people of all genders – who experience ambient harassment in their work or education environment are also affected and this in turn affects organizations as employees disengage, withdraw, and leave their work so as not to become the next target. The [Sexual Harassment of Women](#) report concludes that system-wide changes to the culture and climate in higher education are needed and provides a roadmap for higher education to make these changes.

For the past several years, our interdisciplinary team, including Action Collaborative representatives, has been working internally to understand our community's concerns and collaboratively find novel solutions to enhance ISMMS's culture. In collaboration with many partner offices within ISMMS, the Office of Gender Equity has been building community while addressing and strengthening policies and programs related to bias and mistreatment, compensation equity, recruitment, retention and promotion, leadership development and family support.

The Action Collaborative presents an important opportunity for us to engage with other institutions rigorously engaged and committed to this work and will enable all of us, to find and share promising practices and address sexual harassment in higher education. We believe in the power of such a collective to build and implement a shared research agenda to demand attention on the critical issues undermining people of diverse genders in academia while offering a path forward.



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With our participation, ISMMS commits to sharing information about ISMMS' robust, ongoing efforts and innovations around preventing and addressing sexual harassment and gender-based mistreatment. Further, we pledge to use, adapt, implement and share the resources and practices that the Action Collaborative identifies or publishes.

We look forward to all that the Action Collaborative is able to accomplish as innovative thinkers, leaders, and agents of change come together to envision an equitable future for people of all genders.



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