

OFFICE OF THE CHANCELLOR

September 15, 2022

Public Statement of the University of Massachusetts Lowell Commitment to the Prevention of Sexual Harassment

UMass Lowell has made a strong commitment to promoting a diverse, equitable, and inclusive environment for all faculty, staff and students. That's why we are excited by the opportunity to join the Partner Network of the Action Collaborative on the Prevention of Sexual Harassment in Higher Education of the National Academies of Sciences, Engineering, and Medicine. We welcome this opportunity to further deepen our commitments by learning from other institutions in the NASEM network, and we welcome opportunities to share information about initiatives we have adopted.

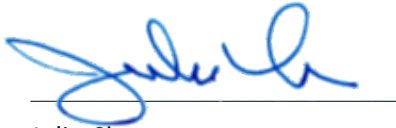
UML's commitment has involved an honest assessment of the issue of sexual harassment on our campus and in-depth analyses of institutional policies and practices to address and prevent the problem. As a result of our multi-year dedication to the issue, UML adopted a formal public statement of values related to DEI issues: <https://www.uml.edu/social-justice-inclusion/values-statement.aspx>

UML Actions to put our values into practice:

- We received a five-year National Science Foundation Institutional Transformation Grant to address systemic biases and increase the representation and advancement of women in academic STEM. The goals of the UML program – Women Academics Valued and Engaged in STEM (WAVES) – have been three-fold: 1) disrupt microaggressions (through awareness campaigns, bystander training, and survey-feedback cycles, 2) provide mentoring and alternative support mechanisms for faculty from under-represented groups (such as collaborative mentoring and linking junior faculty with external mentors), and 3) promote equity and accountability (such as anti-bias personnel decision-making procedures and equity consultations with departments). Our peer-led bystander training has been a signature component of this program predicated on the belief that such practices help establish norms that are critical to the prevention of harassment. <https://www.uml.edu/research/advance/>
- In fall 2021, UML institutionalized the work of WAVES by creating an ADVANCE Office for Faculty Equity. Its mission is: “to promote an equitable, inclusive, and empowering environment in which all faculty receive support, resources and opportunities in order to thrive at UMass Lowell.” This office is faculty-driven with funding and support from the Provost's Office. Support for this office has enabled the university to expand practices that are vital to the prevention of harassment. <https://www.uml.edu/Academics/Provost-office/Faculty-success/advance/>
- The Chancellor's Office initiated two major task forces, both including broad representation of varied campus constituencies, to address the issue of sexual/gender-based harassment on campus. The first, convened in 2019-20 produced a significant set of recommendations for change <https://www.uml.edu/prevent/task-force/>. A Task Force on Gender and Sex-Based Discrimination Prevention was established to follow up on the initial TF report and has released their report and recommendations. <https://www.uml.edu/social-justice-inclusion/gender/>

Our pledge:

As a member of the Action Collaborative's Partner Network, our institution is committed to: 1) participate actively in the Action Collaborative's work and actively exchanging resources with other institutions of higher education, 2) share information about the varied, and multi-leveled efforts at UML, and 3) use, adapt, implement, and share the resources and practices that are identified or published by the Action Collaborative within both our university and professional networks.



Julie Chen
Chancellor



Joseph C. Hartman
Provost and Vice Chancellor for Academic
and Student Affairs