

Year 1 Public Description of Work for  
Action Collaborative on Preventing Sexual Harassment in Higher Education

Vanderbilt University Medical Center

**The SHARE (Sexual Harassment: Awareness, Response, and Education) Center**

**This Action Applies to Rubric Item(s): 1, 2, 3, 6, 8, 12, 15, 19, 22**

**Description of Work:**

In January 2020, Vanderbilt University Medical Center launched The *SHARE* (Sexual Harassment: Awareness, Response, and Education) Center, a new program within Faculty and Staff Health and Wellness. *SHARE*'s mission is to address workplace sexual harassment at VUMC through support, education, and training. *SHARE* offers confidential counseling and consultation to all VUMC faculty, staff, postdoctoral fellows, and Allied Health students who have been impacted by workplace sexual harassment. These supportive services act as a complement to VUMC's Respect@Work series and official reporting through Employee and Labor Relations. *SHARE* also provides education and training about sexual harassment to the broader VUMC community in order to increase knowledge about sexual harassment and engage community members to actively disrupt harassment and associated dynamics. *SHARE* programming covers a wide range of topics related to sexual harassment, including how harassment impacts the LGBTQ community, how to be an active bystander, and how leaders at VUMC can create safer and more equitable environments. Educational offerings and trainings can be delivered as sessions that are open to any member of the VUMC community (primarily via Zoom or pre-recorded videos as of Spring 2020 with plans to return to in person sessions when the context allows). *SHARE* also offers programming by request to individual departments and/or groups, with content that can be tailored to a group's specific needs and circumstances.

*SHARE*'s mission and core values align closely with the findings and recommendations from the 2018 NASEM report. In particular, all *SHARE* activities acknowledge the roles of power and privilege play with regard to sexual harassment on both the individual and institutional level. *SHARE* also plainly names the myriad of ways that harassment negatively impacts the wellbeing of every member of an organization, particularly women, gender and sexual minorities, and others with one or more marginalized identities. Positioning education and training as a key component of *SHARE*'s work was a deliberate choice based on our recognition of the importance of shifting organizational climate, as is our commitment to partnering with other campus offices such as the Vanderbilt Program for LGBTQ Health. *SHARE*'s structure and mission correspond most closely with Recommendations: **Embedding the Values of Diversity, Inclusion, and Respect into Hiring, Promotion, Advancement, and Admissions** (Prevention Rubric 1); **Civility or Respect Promotion Programs** (Prevention Rubric 2); **Leadership Education and Skill Development** (Prevention Rubric 3); **Ally or Ambassador Programs** (Prevention Rubric

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6); **Identifying and Reinforcing Community Values** (Prevention Rubric 8); **Trauma-Informed Response and Education Programs** (Response Rubric 12); **Improved Communication and Increased Transparency** (Response Rubric 15); **Addressing Gender Harassment and Other Bad Behaviors** (Response Rubric 19); and **Other efforts to remediate the harm of sexual harassment and/or support those that experience sexual harassment** (Remediation Rubric 22).

*SHARE*'s individual counseling services and educational programming are both currently being implemented and will be available on an ongoing basis.

*SHARE* is a new program for VUMC. *SHARE* launched in January 2020. Initial discussions related to *SHARE* began in early 2019 and more substantial program development began in fall 2019. To our knowledge, *SHARE* is the only program of its kind in an academic medical center. *SHARE* is one of a handful of internal, stand-alone programs in higher education (including Vanderbilt University's Project Safe) that specializes in providing support for individuals who have experienced sexual harassment and/or assault.

*SHARE* is in consultation with colleagues within and outside of VUMC to determine the best methods for evaluating outcomes of interest. Initial plans include collecting and/or reviewing data on factors such as rates of reporting harassment to HR, retention and utilization of knowledge and skills gained from attending educational offerings, and knowledge of available resources. We also hope to develop tools for measuring more abstract outcomes, which may include perceptions of organizational climate and self-efficacy with regard to intervening when harassment occurs.

The initial development phase of *SHARE* included meetings with nearly 30 stakeholders from across all areas of VUMC. These meetings focused on gathering information about the needs, values, and strengths of various groups and departments and discussing how they could be incorporated into *SHARE*'s work. This approach is rooted in Community Psychology principles, which emphasize the active participation of stakeholders and community members in program development, implementation, and improvement, in addition to utilizing communities' natural strengths. The feedback we received was invaluable in terms of helping us understand how we can best structure our work and collaborate with colleagues and existing resources to serve every member of the VUMC community. We also plan to convene a diverse advisory board of relevant stakeholders to ensure that voices from across VUMC continue to be represented within *SHARE* and that our work is aligned with the current needs of the medical center.

The next steps for *SHARE* include continuing to offer individual support and counseling, expanding our menu of programming in terms of both content and reach, and more fully developing our evaluation and quality improvement procedures.

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Website for further information (if applicable):

<https://www.vumc.org/health-wellness/share-center>

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