

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

University of Michigan

SEXUAL HARASSMENT TRAINING FOR GRADUATE STUDENTS

This Action Applies to Rubric Item(s): #5, #15

Description of Work:

1. Purpose and Goal

U-M developed gender/sexual harassment training for graduate students. Graduate students play varying roles at institutes of higher education, and may experience gender/sexual harassment in different ways. Sometimes they are in the role of students, taking courses taught by faculty. Sometimes they are in the role of instructors, teaching undergraduate students in discussion sections or as research mentors. Sometimes they are in the role of researchers, conducting research under a grant or fellowship. Graduate students fluctuate between these roles semester by semester, but often they are working in settings of significant power differences where faculty advisors control valued and scarce resources.

U-M developed a training for graduate students that included information about processes/procedures/policies for reporting gender/sexual harassment, case studies of students in different roles encountering or observing gender/sexual harassment, and a panel of leaders (deans and associate deans, administrators) to answer students' questions. The workshop was developed by U-M's Rackham Graduate School, Office of Institutional Equity, and Sexual Assault Prevention and Awareness Center.

This workshop has gone through different iterations based on participants' feedback, and the current iteration has been included in orientation training for all graduate students in some of the largest departments within U-M.

2. Alignment with NASEM report recommendations

This workshop is designed for a specific audience--graduate students—and focus on different harassment scenarios that graduate students frequently face (recommendation #5). The workshop also includes a panel with top leaders of the University, to communicate the commitment of top leaders in mitigating gender/sexual harassment (recommendation #15). The presentations by the Office of Institutional Equity (OIE), and Sexual Assault Prevention and

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Awareness Center (SAPAC) are also designed to provide clarity and transparency to the reporting process (recommendation #15).

3. Current Status

The workshop has been piloted several times, each time leading to adjustments and changes based on participants' feedback. The workshop has now been offered in several large departments in multiple disciplines. The goal is to make the workshop a routine part of orientation/training for all graduate students.

4. Novelty of Program

This program, where gender/sexual harassment is a "stand-alone" workshop is new to U-M.

5. Evaluation

Participants' feedback was gathered after each session, and the program was altered based on participants' feedback at each iteration.

6. Involvement of Stakeholders

The program was developed by Rackham Graduate School, but this was done in consultation with the deans and associate deans of each school/college. The committee in charge of developing this workshop also includes graduate students.

7. Next Steps

The goal is to expand this program as routine training for all graduate students at U-M. At present, changes to the program are needed to make it amenable to an online format.

8. Contact Information

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