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September 22, 2023

Dear Community Members,

In line with Harvard's ongoing pursuit of gender equity and inclusivity, in 2019, Harvard joined the National Academies Sciences, Engineering, and Medicine's [Action Collaborative on Preventing Sexual Harassment in Higher Education](#), as one of [28 founding members](#). The Action Collaborative is guided by the 2018 National Academies report, [Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine](#), which concluded that system-wide changes to the culture and climate in higher education were needed and provided a roadmap for pursuing these changes.

This year, Harvard extended its commitment to participate in the work of the Action Collaborative for the next four years. We do so with the fundamental belief that it is essential that we use research-based approaches to address sexual harassment, including sexual assault, which remains a serious public health issue at Harvard and across academia.

As a founding member of the Action Collaborative, Harvard is deeply committed to its shared goals:

- Facilitate and inform action on preventing and addressing harassment;
- Share and elevate evidence-based policies and strategies for reducing and preventing sexual harassment;
- Advance research on sexual harassment prevention, and gather and apply research results across institutions;
- Raise awareness about sexual harassment and its consequences, and motivate action to address and prevent it; and
- Assess progress in higher education toward reducing and preventing sexual harassment in higher education.

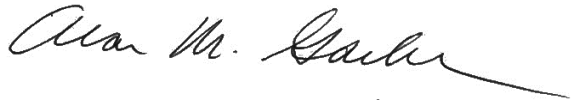
Consistent with these goals, in April 2024, the University will participate in the critical work of measuring our progress through the administration of a comprehensive climate survey, the Higher Education Sexual Assault & Awareness Survey (HESMA). The data gleaned through the administration of the HESMA Survey will build upon our past climate assessments in [2015](#) and [2019](#). As in years past, Harvard is committed to publicly sharing the results of the 2024 survey when it becomes available (generally in the fall following survey administration). Additional information regarding our engagement with students, staff, faculty, and post-doctoral fellows around planning for the 2024 Climate Survey will be provided in the coming months.

As our diversity and inclusion leaders recently shared in their [September 1st community message](#),

The impact of incidents of harassment, bullying, and discrimination to our community is grave – undermining professional and educational potential and achievement, eroding physical health and mental wellbeing, and adversely affecting the community climate. Each of us shares a responsibility in preventing harassment, discrimination, and bullying at Harvard and beyond our campus...

It is through this shared responsibility and commitment to research-based approaches to addressing harassment in academia that we continue our engagement with the Action Collaborative. We welcome your partnership and invite you to join [OGE's mailing list](#) to learn more about how to get involved further in this critically important work.

Sincerely,

A handwritten signature in black ink, reading "Alan M. Garber". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Alan M. Garber
Provost