

Year 2 Public Description of Work for Action Collaborative on Preventing Sexual Harassment in Higher Education

University of California, Berkeley [Field Safety and Prevention Guide](#)

Relevant Rubric Area(s): Prevention Program or Toolkits

Description of Work:

Purpose and Overview. The [Field Safety and Prevention Guide](#) was designed to support research, professional development opportunities, and internship placements at off-campus locations experienced by graduate and professional students, postdoctoral scholars, and principal investigators. Additionally, the guide can be useful for faculty equity advisors and field site coordinators who are responsible for creating safe, welcoming environments for scholarly and professional activities.

Consistency with NASEM Rubric Areas. The Field Safety and Prevention Guide is consistent in the following ways:

- “...the academic workplace (i.e., employees of academic institutions) has the second highest rate of sexual harassment at 58 percent (the military has the highest rate at 69 percent) when comparing it with military, private sector, and the government (Ilies et al. 2003).”
- “When women experience sexual harassment in the workplace, the professional outcomes include declines in job satisfaction; withdrawal from their organization (i.e., distancing themselves from the work either physically or mentally without actually quitting, having thoughts or intentions of leaving their job, and actually leaving their job); declines in organizational commitment (i.e., feeling disillusioned or angry with the organization); increases in job stress; and declines in productivity or performance.”
- “Environments where men outnumber women, leadership is male dominated, and/or jobs or occupations are considered atypical for women have more frequent incidents of sexual harassment for women (USMSPB 1995; Fitzgerald et al. 1997; Berdahl 2007a; Willness, Steel, and Lee 2007; Schneider, Pryor, and Fitzgerald 2011).”
- “Academic institutions should be accountable for the climate within their organization.”
- “Leadership training programs for those in academia should include training on how to recognize and handle sexual harassment issues, and how to take explicit steps to create a culture and climate to reduce and prevent sexual harassment—and not just protect the institution against liability.”

Status. The field placement guide is developed in 2020 and currently being disseminated across UC Berkeley’s campus. Additionally, we have created one-page summary documents for various research teams and field campaigns that are shared with non-UCB collaborators.

Novelty. This project is new for our Center and campus since many of the responses to sexual violence and harassment for graduate students aims to mitigate harm after it has happened. Survivors and

Year 2 Public Description of Work for Action Collaborative on Preventing Sexual Harassment in Higher Education

support people are often unaware that prevention resources and response services are available to them when harm happens away from campus. Additionally, applying concepts of situational prevention are new for campus-based sexual violence and sexual harassment prevention.

Evaluation. The PATH to Care Center is still determining how to best evaluate the impact of the field placement guide.

Involvement. PATH to Care Center staff held consultation meetings with student leaders who participated in research, consulted advocates who responded to harm experienced in the field, as well as allowed administrators and principal investigators to review drafts of the guide.

Next Steps. The PATH to Care Center will develop one-page summary documents that can be personalized for specific research sites and campaigns across each college and school.

Website for further information (if applicable): [Field Safety and Prevention Guide PDF](#)

Point of Contact Name: Khirin Carter

Email Address for Point of Contact: pathtocare@berkeley.edu