

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

UC Davis/UC Davis Health

**Measuring the Prevalence of Sexual Harassment Experienced by Faculty in
Healthcare Environment**

Relevant Rubric Area: Evaluation (*Measuring the Prevalence of Sexual Harassment*)

Description of Work:

In response to the 2018 NASEM report, UC Davis Health (UCDH) formed a Sexual/Gender Harassment Task Force in early 2019. The task force reviewed the NASEM report, evaluated recommendations, and focused our efforts on the need for an institutional climate survey.

These ongoing efforts are aligned with the ***Action Collaborative on Preventing Sexual Harassment in Higher Education Year 02 Rubric*** under the category of ***Evaluation (Measuring the Prevalence of Sexual Harassment)***:

“The 2018 NASEM report recommends that organizations should not rely on official/formal reports of sexual harassment as a measure of the prevalence of the problem because it is rare for targets of sexual harassment to formally notify or report their experience. As such, climate surveys that use standardized, well-validated measures are the best way to estimate the prevalence of sexual harassment in a population.”

In collaboration with the Sexual/Gender Harassment Task Force, the UCDH Office of Academic Personnel created a Professional Climate Committee (PCC) in the fall of 2019 to analyze sexual/gender harassment experiences among UCDH faculty. The PCC developed the survey and reviewed the survey with members of the UCDH Sexual/Gender Harassment Task Force and PCC, which includes the UC Davis Title IX Officer, Harassment & Discrimination Assistance and Prevention Program Director, key administrators, and faculty members actively engaged in Diversity, Equity and Inclusion initiatives throughout UCDH. The PCC survey was planned for spring 2020, but was postponed due to the onset of the COVID-19 pandemic.

Beginning in fall 2020, we explored the NASEM recommendations in more detail and focused our efforts on surveys that could be used to guide future efforts specific to gender harassment. Upon further review of the literature (Vargas et al., 2019) and recently published information from the NASEM Action Collaborative (Vanderbilt University), a modified version of the Sexual Experiences Questionnaire (SEQ) was chosen. The survey measures four facets of sexual harassment: sexist behavior, crude or offensive behavior, unwanted sexual attention, and sexual coercion. We modified the SEQ survey instructions to capture any experiences of gender or sexual harassment since joining UCDH, followed by specific time periods comparing the year before COVID restrictions with the year of COVID restrictions. Survey recipients will be asked only to report incidents that have occurred at UCDH and involved members of the UCDH community. Specifically, recipients will be asked the following with respect to a list of 16 types of unwanted behavior:

Please rate how often (0 = never, 1 = once or twice, 2 = sometimes, 3 = often, 4 = many times) you experienced UNWANTED behaviors from institutional insiders (i.e., students, staff, or faculty). We are interested in collecting data from different time periods: 1) At any point since joining UC Davis Health

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faculty; 2) The year prior to COVID-19 Restrictions (March 13, 2019 – March 12, 2020); and 3) The year of COVID-19 restrictions (March 13, 2020 – March 12, 2021).

The types of unwanted behavior covered in the survey include, but are not limited to, making sexist remarks or jokes, unwanted touching, showing materials of a sexual nature, treating individuals differently based on gender, making comments about appearance, attempting to establish a romantic or sexual relationship, and retaliating for refusal to engage in sexual behavior. The survey instrument was reviewed with the UCDH Gender/Sexual Harassment Task Force for feedback.

The survey plans described above are new to our organization and have been revised in 2020 to include data spanning a period of time both before the pandemic and during the pandemic in order to compare experiences prior to and in the midst of an altered work environment (Holland et al., 2021). While we have previously surveyed some populations regarding their experience with sexual harassment, we have not implemented surveys exclusively focused on this subject or faculty within the health enterprise.

We anticipate that the full instrument will be approved for implementation by the UC Davis Institutional Review Board (IRB) by August 30, 2021 and administered to the faculty in September 2021. The survey results have and will serve as the basis for developing and implementing evidence-based policies and practices for efforts related to ***Action Collaborative on Preventing Sexual Harassment in Higher Education Year 02 Rubric*** under the category of ***Evaluation (Using Climate Assessments to Inform Action)***. The next phase of our work will focus on ***Prevention (Leadership Education and Skill Development; Bystander Intervention Programs; Ally and Ambassador Programs)***.

UCDH plans to survey faculty in 2-3 years, relying on the same instrument to allow for longitudinal comparison. We will also make the survey available to the broader UC Davis community and anticipate that it will be administered to additional faculty groups, staff, postdoctoral fellows and trainees, and students so as to ultimately develop innovative and effective prevention strategies.

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