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President and CEO

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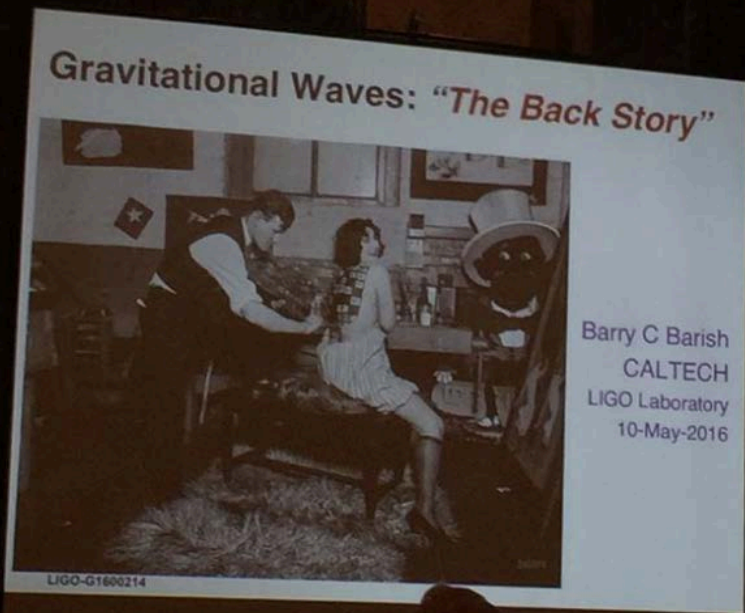
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# Survey of Meeting Harassment

- Internet survey and interviews
- All participants in STEM professions
- Not a random sample
- 60% incidence rate is not surprising

# This Happened



# And This Happened

The image shows a screenshot of a Twitter thread. At the top, the navigation bar includes 'Home', 'Notifications', 'Messages', the Twitter logo, a search bar with '#entsoc14', a profile picture, and a 'Tweet' button. The thread consists of four tweets. The first two tweets are circled in red. The first tweet is from Christie Bahlai (@cbahlai) dated Nov 17, with the text: 'Some disappointing news. A friend of mine tells me she was sexually harassed by an older man last night at the welcomed reception #EntSoc14'. The second tweet is from Aaron Freeman Fox (@AaronFreemanFox) dated Nov 17, with the text: '@cbahlai @BioInFocus This plus lackadaisical response I heard from colleagues last night make me question my participation in #EntSoc14'. Below this tweet is a 'RETWEET' section with a small profile picture. The tweet is timestamped '11:08 AM - 17 Nov 2014 - Details' and has interaction icons for reply, retweet, favorite, share, and more. A 'Hide conversation' link is also present. Below the tweet is a reply box containing the text 'Reply to @AaronFreemanFox @cbahlai @BioInFocus'. The third tweet is from Brittany Faye (@brifayepete) dated Nov 17, with the text: 'Good luck to all the students speaking this morning! #EntSoc14 #studentcompetition'. The fourth tweet is from Tracey Baute (@TraceyBaute) dated Nov 17, with the text: 'This has got to be an intimidating room to speak in as a grad student. Oregon ballroom #entsoc14'. At the bottom of the tweet is a small image of a ballroom.

Home Notifications Messages #entsoc14 Tweet

**Christie Bahlai** @cbahlai · Nov 17  
Some disappointing news. A friend of mine tells me she was sexually harassed by an older man last night at the welcomed reception #EntSoc14

**Aaron Freeman Fox** @AaronFreemanFox · Nov 17  
@cbahlai @BioInFocus This plus lackadaisical response I heard from colleagues last night make me question my participation in #EntSoc14

RETWEET

11:08 AM - 17 Nov 2014 - Details

Hide conversation

Reply to @AaronFreemanFox @cbahlai @BioInFocus

**Brittany Faye** @brifayepete · Nov 17  
Good luck to all the students speaking this morning! #EntSoc14 #studentcompetition

**Tracey Baute** @TraceyBaute · Nov 17  
This has got to be an intimidating room to speak in as a grad student. Oregon ballroom #entsoc14

# And it didn't go away

The screenshot shows a web browser window displaying the Twitter profile of Christie Bahlai (@cbahlai). The browser's address bar shows the URL [https://twitter.com/cbahlai/with\\_replies](https://twitter.com/cbahlai/with_replies). The profile header indicates she has 6,703 tweets, 533 following, 933 followers, and 5,088 favorites. A 'Follow' button is visible.

The main content area displays a list of tweets from Christie Bahlai, all dated Nov 17. The tweets discuss a social event, #EntSoc14, and mention individuals like @AuroraBirdialis, @RallidaeRule, @hormiga, and @EntsocAmerica. The tweets describe a situation where a woman was sexually harassed by an older man at a reception, and the community's response.

**Christie Bahlai** @cbahlai · Nov 17  
@AuroraBirdialis @RallidaeRule unfortunately she didn't get his name. She just left the situation immediately

**Christie Bahlai** @cbahlai · Nov 17  
@RallidaeRule I've got her back. We've got a community on it. But still. Not cool. I'm angry that this is happening in \*my\* society

**Christie Bahlai** @cbahlai · Nov 17  
@hormiga @EntsocAmerica we do, but she didn't stick around to read his name tag. She wanted out, fast, as you can imagine.




**Christie Bahlai** @cbahlai · Nov 17  
He made some very lewd comments, and now this amazing scientist is shaken and feels like avoiding the rest of #EntSoc14 because of him


**Christie Bahlai** @cbahlai · Nov 17  
Some disappointing news. A friend of mine tells me she was sexually harassed by an older man last night at the welcomed reception #EntSoc14

 **Christie Bahlai**  
@cbahlai

TWEETS 6,703 FOLLOWING 533 FOLLOWERS 933 FAVORITES 5,088







 [Follow](#)

 **Christie Bahlai** @cbahlai · Nov 17  
@kimberlyrondeau yeah, super not cool.  
     [View conversation](#)

 **Christie Bahlai** @cbahlai · Nov 17  
@DLNarango @RallidaeRule unfortunately she didn't get his name- she just got out of there  
     [View conversation](#)

 Christie Bahlai retweeted  
 **Terry McGlynn** @hormiga · Nov 17  
@AuroraBirdialis @cbahlai @RallidaeRule when this behavior is obviously unacceptable among who this ass considers as peers (old dudes).  
  1    [View conversation](#)

 **Christie Bahlai** @cbahlai · Nov 17  
@EvoEcoAmy @RallidaeRule so not cool.  
     [View conversation](#)


 **Christie Bahlai** @cbahlai · Nov 17  
@RallidaeRule yep, I'm mad. She's brilliant, and this sort of thing is shaking her confidence.  
   1   [View conversation](#)




 **Christie Bahlai**  
@cbahlai


TWEETS 6,703 FOLLOWING 533 FOLLOWERS 933 FAVORITES 5,088





 [Follow](#)



  2  3  ... [View conversation](#)





 **Christie Bahlai** @cbahlai · Nov 17  
@horniga @AuroraBirdialis @RallidaeRule well, I'm pleased(?) to note how seriously my male colleagues are taking this.


   1  ... [View conversation](#)





 **Christie Bahlai** @cbahlai · Nov 17  
@CMacQuar I hope so too. Totally unacceptable behaviour

    ... [View conversation](#)

 Christie Bahlai retweeted  
 **Aaron Freeman Fox** @AaronFreemanFox · Nov 17  
@cbahlai @BioInFocus This plus lackadaisical response I heard from colleagues last night make me question my participation in #EntSoc14

  1   ... [View conversation](#)

 **Christie Bahlai** @cbahlai · Nov 17  
@BioInFocus thanks Morgan. If you see me, come chat.

   1  ... [View conversation](#)

 **Christie Bahlai** @cbahlai · Nov 17  
@hufbauer @RallidaeRule thank you Ruth! Friend is already feeling better knowing this is out, and the greater community condemns it.

    ... [View conversation](#)

Tweets with replies b x It's a man's world - fi x

Twitter, Inc. [US] https://twitter.com/cbahlai/with\_replies

Home Notifications Messages Search Twitter Tweet

**Christie Bahlai** @cbahlai

TWEETS	FOLLOWING	FOLLOWERS	FAVORITES
6,703	533	933	5,088

Follow

**Amy Parachnowitsch** @EvoEcoAmy · Nov 17  
 @cbahlai @RallidaeRule but, of course, science doesn't have a sexism problem...sigh.  
 2 1 View conversation

**Christie Bahlai** @cbahlai · Nov 17  
 @MicroWavesSci @ethanwhite that's the hope- get the community to have a strong response- This is Not Okay.  
 2 View conversation

**Christie Bahlai** @cbahlai · Nov 17  
 @ethanwhite thanks Ethan. It's so frustrating! The general community response has been to condemn, so that's good.  
 2 View conversation

**Christie Bahlai** @cbahlai · Nov 17  
 @hormiga @AuroraBirdialis @RallidaeRule Ew. The scary thing is, if they aren't called on it, they don't see the harm. So thanks for it.  
 1 View conversation

Christie Bahlai retweeted

**Terry McGlynn** @hormiga · Nov 17  
 @AuroraBirdialis @cbahlai @RallidaeRule but if someone is your enemy because you called them out on public lechery, that's a win in my book.  
 2 3 View conversation



**Christie Bahlai** @cbahlai  
TWEETS 6,703 FOLLOWING 533 FOLLOWERS 933 FAVORITES 5,088 Follow

**Jess** @kalinjess · Nov 17  
We're getting a popcorn machine at the ESA membership booth!  
#EntSoc14 #ImSoHappy #breakfast  
2 1

Christie Bahlai retweeted  
**Lu Musetti** @osuc\_curator · Nov 17  
@EntCollNtwrk @EntsocAmerica @cbahlai @bug\_gwen Depends. Hint:  
When in doubt do not do it. 😊  
1 1 View conversation

**Christie Bahlai** @cbahlai · Nov 17  
@bug\_gwen what's a good email for her to contact you at?  
View conversation

Christie Bahlai retweeted  
**S.K. Morgan Ernest** @skmorgane · Nov 17  
Unacceptable. MT @cbahlai: A friend of mine ...was sexually harassed by  
an older man last night at the welcome reception #EntSoc14  
6 1

**Christie Bahlai** @cbahlai · Nov 17  
@bug\_gwen thanks- I'll let her know. So uncool.  
View conversation

Christie Bahlai retweeted

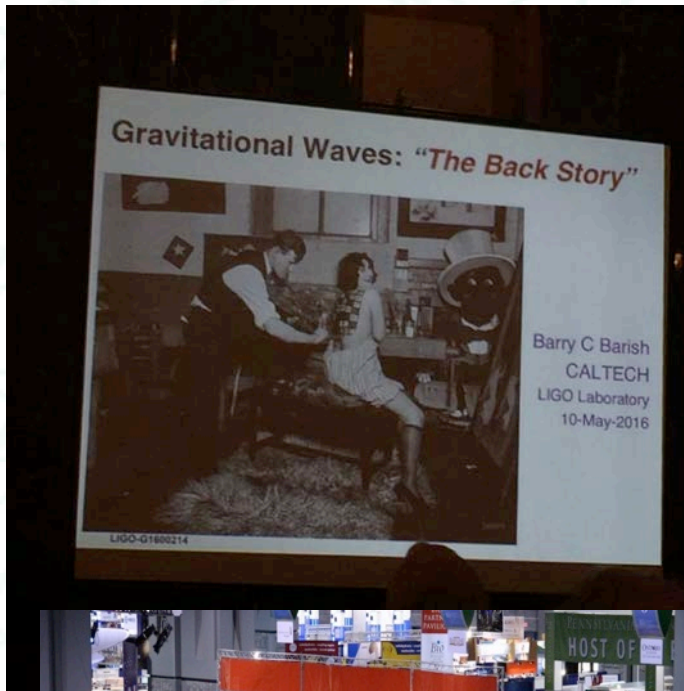
# Survey of Meeting Experiences

Types of harassment

Impact of harassment  
on target's behavior

Obstacles to reporting

# Harassment Happens



# Continuum of Harassment

Mutually  
respectful &  
safe

Mutually  
flirtatious &  
playful

Non-mutual,  
unwanted,  
inappropriate  
speech or  
behavior

Obvious  
harassment,  
threatening  
speech or  
behavior,  
quid pro quo

Physical  
harassment,  
touch,  
isolating,  
blocking path

Criminal  
harassment

# STREET HARASSMENT



Comment on appearance  
(84%)

Called an endearment (83%)

Leering or staring (79%)

Biased/bigoted remark (79%)

Percent of those reporting harassment.  
More than one response allowed.

# PHYSICAL HARASSMENT



Touched, groped, or grabbed  
(39%)

Followed or stalked 32%

Trapped or purposely blocked  
path 31%

# RESISTANCE TESTING

Pretended interest in target's work or professional advancement as prelude to a sexual advance (41%)

Asked about target's personal life (85%)

Volunteered information about personal life (77%)



# RESISTANCE TESTING



Asked for phone number,  
hotel room number, or date  
(59%)

Asked for sex (49%)

Implied benefit or threat  
("quid pro quo)" (21%)

Feeds into self-doubt,  
impostor syndrome



# How Does Harassment Affect Targets?

Avoid the harasser(s) (61%)

Give greater thought to what they wear (52%)

Think about their personal safety at meetings (49%)

Avoid social events at meetings (33%)



# Why Don't Targets Report Harassment ?



Thought the harassment was not serious enough to report (70%)

Did not know how or to whom to report the incident (54%)

# Why Don't Targets Report Harassment ?



Afraid report would not be taken seriously (42%)

Afraid of being labeled a complainer or trouble-maker (46%)

Afraid she would be blamed for inviting or encouraging the harassment (24%)

# What Would Encourage Targets to Report Harassment?



Knowing:

How to report it (76%)

Report would be confidential (73%)

Meeting has an anti-harassment policy (62%)

What action would be taken (60%)

# What Attendees Want

**If It's Unwanted,  
It's Harassment.**

It is AAS policy that all participants in Society activities will enjoy an environment free from all forms of discrimination, harassment, and retaliation.

If you experience or witness such behavior at this meeting, call 1-202-688-1993 to report the date, time, location, nature of the incident, and persons involved. Be sure to identify yourself and leave a call-back number; we will not follow up anonymous tips.

Complaints will be treated seriously and investigated promptly; confidentiality will be honored as far as possible as long as others' rights are not compromised.



Read the complete AAS  
Anti-Harassment Policy at  
[aas.org/harassment](http://aas.org/harassment)

**Have and enforce an  
anti-harassment policy  
(70%)**

**Ban repeat harassers  
(77%)**

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