

Sexual Harassment in Academia

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Definitions Matter

- Sexual Assault and Sexual Harassment are not necessarily on a continuum.
- What constitutes actionable sexual harassment is nearly meaningless from an institutional standpoint
- Focus on the “misdemeanors” prevents the felony

My Three Key Topics

- What are the risks in academia?
 - Eminence
 - Decentralization and Insufficient Oversight
 - Tenure
- What makes the difference when it comes to intervention?
- Understanding barriers to case finding

What Makes A Difference

- First Response
 - Clout and Trust
 - “Gift Getting” behavior
- Positive Testimonials
 - Tell your friends

Why Don't People Complain

- Incubation Period
- Daily Calculus
- Longer the incubation period, more likely they will sue, not stay.

Questions??

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