

## **Argonne National Laboratory Commitment Statement in support of the National Academies of Sciences, Engineering, and Medicine Action Collaborative on Preventing Sexual Harassment in Higher Education**

April 9, 2019

Sexual harassment in academic sciences, engineering, and medicine undermines the professional and educational careers and mental and physical health of people of all genders, including bystanders who witness harassment in their work or educational environment. This harassment also can cause significant damage to research integrity and a loss of talent in these fields.

This issue is of significant concern to national laboratories, which employ some of the nation's foremost scientific and engineering talent. Higher education institutions educate scientists and engineers who are critical to Argonne's future workforce in accelerating science and technology for U.S. prosperity and security.

At Argonne National Laboratory, we bring together the world's leading scientists and engineers to solve complex problems. Diversity of thought, ideas, backgrounds and problem solving approaches is essential to the laboratory's success in unlocking new scientific and technological frontiers that lay the foundation for America's energy future and deliver economic growth.

To build and support our world-class community of talent, we must create and sustain a safe, welcoming, and inclusive environment for each member of the laboratory community. We must be clear that harassment of any kind is not acceptable, but this is not enough. We also must move beyond basic legal compliance to change our organizational culture and climate by proactively eliminating the circumstances and factors that allow sexual harassment to occur.

Taking this holistic approach will provide a respectful and healthy environment in which our staff can bring their diverse and unique perspectives to bear in the service of scientific innovation to drive U.S. prosperity and security.

Argonne National Laboratory affirms its ongoing commitment to advance efforts to prevent and end sexual harassment by joining the National Academies of Sciences, Engineering, and Medicine and other institutions to form an Action Collaborative on Preventing Sexual Harassment in Higher Education. The four goals of the Action Collaborative are to:

- Raise awareness about sexual harassment and how it occurs, the consequences of sexual harassment, and the organizational characteristics and recommended approaches that can prevent it.
- Share and elevate evidence-based institutional policies and strategies to reduce and prevent sexual harassment.
- Contribute to setting the research agenda, and gather and apply research results across institutions.

- Develop a standard for measuring progress toward reducing and preventing sexual harassment in higher education.

Argonne National Laboratory hereby commits to support the goals of the National Academies of Sciences, Engineering, and Medicine Action Collaborative on Preventing Sexual Harassment in Higher Education.