

MICHIGAN STATE UNIVERSITY

Michigan State University Commitment Statement in support of the National Academies of Sciences, Engineering, and Medicine Action Collaborative on Preventing Sexual Harassment in Higher Education

April 5, 2019

As a public, research-intensive, land-grant university, Michigan State University's mission is to advance knowledge and transform lives by providing outstanding undergraduate, graduate, and professional education to students to prepare them to contribute fully to society as globally engaged citizen leaders, conduct research of the highest caliber to answer questions and create solutions to expand human understanding, and to advance outreach, engagement, and economic development activities that lead to a better quality of life for individuals and communities in Michigan and around the world. This mission will be fulfilled only if we actively create diverse, inclusive, and respectful environments that convey sexual harassment is not tolerated, and actively work to mitigate or eliminate factors in our environment that contribute to allowing sexual harassment to occur.



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[The National Academies report on Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine \(2018\)](#) found that between 20 and 50 percent of women students and more than 50 percent of women faculty and staff experienced sexually harassing behavior while in academia. Research demonstrates that sexual harassment undermines the professional and educational attainment and mental and physical health of people of all genders. It also shows that these consequences are not limited to those experiencing it directly; but that bystanders – people of all genders – who experience ambient harassment in their work or education environment are also affected and this in turn affects organizations as employees disengage, withdraw, and leave their work so as not to become the next target. The [Sexual Harassment of Women](#) report concludes that system-wide changes to the culture and climate in higher education are needed and provides a roadmap for higher education to make these changes.

To advance efforts to prevent and effectively respond to sexual harassment, Michigan State University is joining other institutions and the National Academies of Sciences, Engineering, and Medicine to form an *Action Collaborative on Preventing Sexual Harassment in Higher Education*. This Action Collaborative will facilitate partnerships and joint action on addressing and preventing sexual harassment. Together, with the other institutional members of the Action Collaborative, we aim to achieve targeted, collective action

toward evidence-based policies and practices at the individual and systems levels for addressing and preventing all forms of sexual harassment and promoting a culture of civility and respect. 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.

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

Sincerely,



Satish Udpa
Acting President