



## University of California, Los Angeles

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

8-April-2019

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. 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.

UCLA is a public university dedicated to the creation, dissemination, preservation and application of knowledge for the betterment of our global society. UCLA is committed to academic freedom in its fullest terms: We value open access to information, free and lively debate conducted with mutual respect for individuals, and freedom from intolerance. In all of our pursuits, we strive at once for excellence and diversity, recognizing that openness and inclusion produce true quality. Our mission will be fulfilled only if we create inclusive and respectful environments that make clear that sexual harassment is not tolerated and that sexual harassers will be held accountable.

UCLA is joining other institutions and the National Academies of Sciences, Engineering, and Medicine in forming an *Action Collaborative on Preventing Sexual Harassment in Higher Education*. The Collaborative will facilitate partnerships and joint action to address and prevent sexual harassment. Together, we will engage in targeted, collective action to develop and implement evidence-based policies and practices for addressing and preventing all forms of sexual harassment and promoting a culture of 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.

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

Gene D. Block  
Chancellor

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