



UNIVERSITY OF MASSACHUSETTS
AMHERST

374 Whitmore Administration Building
181 President's Drive
Amherst, MA 01003-9313

Office of the Chancellor

voice: 413.545.2211
fax: 413.545.2328
www.umass.edu

The University of Massachusetts Amherst 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

[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 academia. Research demonstrates sexual harassment undermines women's professional and educational attainment and their mental and physical health. It also shows these consequences are not limited to those experiencing it directly: bystanders – both men and women – who experience ambient harassment in their work or education environment are also affected, which in turn affects organizations as employees disengage, withdraw, and leave to avoid similar treatment. The [Sexual Harassment of Women](#) report concludes system-wide changes to the culture and climate in higher education are needed, and it provides a roadmap for making these changes.

The mission of the University of Massachusetts Amherst is to create positive impact on the commonwealth and the broader society we serve through education and advancing knowledge. We draw from and support diverse experiences and perspectives as an essential strength of our learning community and accept for ourselves and instill in our students a commitment to create a better, more just world. As such, we are committed to creating a diverse, inclusive, and respectful campus environment defined by civility for all. We believe working together as a university community to articulate a shared vision for civility, one that sees beyond our own lived experiences, creates an inclusive community where every individual has the opportunity to achieve their full potential to the benefit of all. As an example of this ongoing commitment, we are working with the UMass Amherst Graduate Women in Science (GWIS) to bring diverse perspectives as we address our challenges to advance our workplace and learning climate.

To further advance our efforts to prevent and effectively respond to sexual harassment, **the University of Massachusetts Amherst** 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, we aim to achieve targeted, collective action toward evidence-based policies and practices at the individual and system 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.

The University of Massachusetts Amherst **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,



Kumble R. Subbaswamy
Chancellor