

Carnegie Mellon University

Carnegie Mellon University Commitment Statement in Support of the National Academies of Sciences, Engineering, and Medicine *Action Collaborative on Preventing Sexual Harassment in Higher Education*

June 7, 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. Associates of all genders who experience ambient harassment in their work or education environment are also affected. As a result, employees can 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 all institutions of higher education to make progress to implement these changes. Improving the culture and climate of our institutions will benefit all community members and it is imperative we take seriously our obligation to foster a positive learning, working, and living environment that promotes the confidence to work, study, innovate and perform without fear of sexual harassment.

The mission of Carnegie Mellon University is to create a transformative educational experience for students focused on deep disciplinary knowledge; problem solving; leadership, communication, and interpersonal skills; and personal health and well-being. We seek to cultivate a transformative university community committed to (a) attracting and retaining diverse, world-class talent; (b) creating a collaborative environment open to the free exchange of ideas, where research, creativity, innovation, and entrepreneurship can flourish; and (c) ensuring individuals can achieve their full potential. And, we aim to impact society in a transformative way – regionally, nationally, and globally – by engaging with partners outside the traditional borders of the university campus. Since its founding, our university has believed that the best ideas and the best solutions are derived at the intersection where differences are shared and respected. The promise of this value will be fulfilled only if we actively create diverse, inclusive, and respectful learning environments in which sexual harassment is not tolerated, and work to mitigate or eliminate factors that lead to sexual harassment.

To this end, Carnegie Mellon University is pleased to join the *Action Collaborative on Preventing Sexual Harassment in Higher Education*. This Action Collaborative will facilitate partnerships and joint action on addressing and preventing sexual harassment. In partnership 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 and to promote a universal culture of civility and respect in higher education institutions.

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.

Carnegie Mellon 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*.