

Salk Institute for Biological Studies
Statement Supporting 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 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.

Jonas Salk, founder of the Salk Institute for Biological Studies, once said *“There is hope in dreams, imagination, and in the courage of those who wish to make those dreams a reality.”* This quote is so fundamental to the fabric of the Salk Institute that it is engraved in our courtyard, where it serves as an inspirational reminder to members of the Salk community and to visitors from around the globe, of the importance of taking action.

Salk is an organization committed to innovative research and an ever-evolving, dynamic culture that endeavors to promote excellence, integrity and respect in our scientific mission, in our decision making and in how we treat one another. To fulfill these missions, we must actively recognize and celebrate our diversity through an inclusive and respectful environment which clearly conveys that sexual harassment and other forms of discrimination, incivility and bullying will not be tolerated.

To advance efforts to prevent and effectively respond to sexual harassment and its harmful side effects and to continue to act upon our founder’s statement, the Salk Institute is proudly joining other institutions and the National Academies of Sciences, Engineering, and Medicine 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.

Salk affirms our commitment and enthusiasm to this critical work with our partner organizations. Together we strive collectively to create a new approach that contributes to a culture of civility and respect

Sincerely,



Fred H. Gage
President