



University of Wisconsin-Eau Claire

105 Garfield Avenue • P.O. Box 4004 • Eau Claire, WI 54702-4004

April 2, 2019

The National Academies of Sciences, Engineering and Medicine
500 Fifth Street, NW, Washington, DC 20001

I am writing as the Chancellor of the University of Wisconsin-Eau Claire in support of The National Academies of Sciences, Engineering and Medicine Action Collaborative on Preventing Sexual Harassment in Higher Education.

UW-Eau Claire is recognized nationally for providing a distinctive and high quality academic experience for all our students. Ranked among the top five public regional universities in the Midwest by U.S. News & World Report we are known for our collaborative undergraduate research program and for the many opportunities we afford our students to learn abroad. Among our ranks are celebrated scholars and award winners, critical thinkers who are passionate about their intellectual pursuits, and innovators deeply committed to improving the world. Our strategic plan, academic master plan and our equity, diversity and inclusion plan all call for us to strengthen our inclusive campus culture so that faculty, staff and students can thrive. We take seriously our moral obligation to work for and uphold social justice at our institution, and especially to create an environment free from harassment and discrimination.

To advance efforts to prevent and effectively respond to sexual harassment, UW-Eau Claire 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.

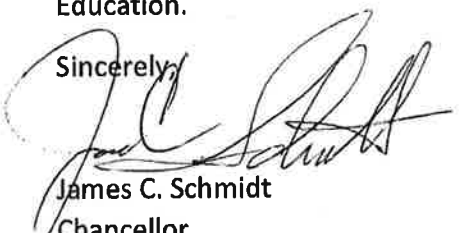
Excellence. Our measure, our motto, our goal.

Office of the Chancellor • Schofield 204 • 715-836-2327 • fax: 715-836-2902

- 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.

UW-Eau Claire 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,



James C. Schmidt
Chancellor



GARY L. MILLER
Chancellor

University of Wisconsin-Green Bay Commitment Statement in Support of the National
Academies of Sciences, Engineering, and Medicine Action Collaborative on Preventing
Sexual Harassment in Higher Education

April 8, 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. 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.

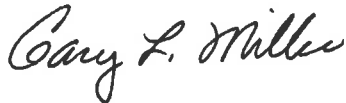
The mission of the University of Wisconsin-Green Bay focuses on excellence in teaching, scholarship and research and service to the community. We believe we are able to execute on this through a commitment to diversity, inclusion, social justice, civic engagement and educational opportunities. Intrinsic in our mission and vision is a promise to have a zero-tolerance policy towards sexual harassment.

To advance efforts to prevent and effectively respond to sexual harassment, the University of Wisconsin-Green Bay 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:

I N N O V A T I O N T R A N S F O R M A T I O N P L A C E

- 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.

UW-Green Bay hereby commits to support the goals of the National Academies of Sciences, Engineering, and Medicine *Action Collaborative on Preventing Sexual Harassment in Higher Education*.



Gary L. Miller
Chancellor



April 5, 2019

RE: National Academies of Sciences, Engineering, and Medicine Action Collaborative on Preventing Sexual Harassment in Higher Education

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.

At the University of Wisconsin-La Crosse, we are committed to our mission to provide “a challenging, dynamic, and diverse learning environment in which the entire university community is fully engaged in supporting student success.” In order to fulfill this mission, we must provide an opportunity for everyone to live, learn, and work in an environment that is inclusive and free of sexual harassment and all other forms of discriminatory conduct.

To advance efforts to prevent and effectively respond to sexual harassment, UW-La Crosse 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:

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- 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 Wisconsin-La Crosse 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,

A handwritten signature in black ink, appearing to read "Joe Gow".

Joe Gow

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April 6, 2019

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

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 professional and educational attainment and mental and physical health – not only of those who experience it directly, but of bystanders in the classroom and workplace. This in turn affects organizations as employees disengage, withdraw, and leave their work so as not to become the next target. The report concludes that system-wide changes to the culture and climate in higher education are needed and provides a roadmap for us to make these changes.

At UW-Madison, our mission is to provide a world-class education to our students and to improve the world around us through innovative research and public service. To fulfill this mission, it is critical that we create diverse, inclusive, and respectful environments where sexual harassment is not tolerated and actively work to mitigate or eliminate factors that allow sexual harassment to occur.

To advance efforts to prevent and effectively respond to sexual harassment, UW-Madison 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:

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- 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.

UW-Madison 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,

Rebecca M. Blank
Chancellor

Chancellor Rebecca M. Blank
Morgridge Friends Distinguished Chair of Leadership

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University of Wisconsin-Milwaukee's Commitment Statement in support of
the National Academies of Sciences, Engineering, and Medicine Action Collaborative
on Preventing Sexual Harassment in Higher Education

April 1, 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 – exposed to 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.

The University of Wisconsin – Milwaukee's Guiding Values state that we value the following:

- A caring, compassionate, and collegial community characterized by mutual respect and safety.
- Diversity in all of its definitions, including who we are, how we think, and what we do.
- Ethical behavior, based on integrity, accountability, and responsibility.

To that end, UW-Milwaukee will not tolerate discrimination or harassing conduct based on a protected status. The University's Discriminatory Conduct Policy, S-47 and Sexual Violence and Sexual Harassment Policy, S-78, prohibits, among other forms of discrimination, sex-based discrimination and retaliation. We provide ongoing training in Title IX and sexual harassment to faculty, staff and students, and send regular campus-wide messages to promote awareness, convey our stance that we do not tolerate sexual harassment and share our wide breadth of resources. Our mission as a research and access institution can only be met when we value diversity in all of its forms and provide a safe and respectful environment for learning, working, living, growing and more.

To advance efforts to prevent and effectively respond to sexual harassment, UW-Milwaukee 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

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- Develop a standard for measuring progress toward reducing and preventing sexual harassment in higher education.

The University of Wisconsin – Milwaukee 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,

A handwritten signature in black ink, appearing to read "Mark A. Mone".

Mark A. Mone, PhD
Chancellor
University of Wisconsin - Milwaukee



April 2, 2019

Re: University of Wisconsin Oshkosh Commitment Statement in support of the National Academies of Sciences, Engineering, and Medicine Action Collaborative on Preventing Sexual Harassment in Higher Education

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.

UW Oshkosh takes its efforts to end sexual harassment and assault seriously. As I informed all three of this institution's campus communities at the start of Sexual Assault Awareness Month this week, UW Oshkosh has recently taken two significant steps to further prioritize the prevention of sexual and interpersonal violence. First, we hired a full-time Sexual and Interpersonal Violence Prevention Coordinator. Gabrielle Schwartz holds a Master in Public Health and has previous experience with the Minnesota Coalition Against Sexual Assault. Gabrielle will provide advocacy services for survivors, as well as coordination for campus prevention efforts. Second, we joined the Culture of Respect Collective to End Sexual Violence. Through this initiative, a team of campus faculty, staff, and students will engage in a robust assessment process, create an institutional action plan, and implement specific initiatives that support survivors, prevent sexual and interpersonal violence, and communicate that violence is unacceptable.

UW Oshkosh's mission will be fulfilled only if we actively create diverse, inclusive, and respectful environments that convey sexual harassment and assault are not tolerated and actively work to mitigate or eliminate factors in our environment that contributing to allowing sexual harassment and assault to occur.

To advance specifically our efforts to prevent and effectively respond to sexual harassment, UW Oshkosh 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

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UNIVERSITY OF
WISCONSIN
OSHKOSH

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:

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- Develop a standard for measuring progress toward reducing and preventing sexual harassment in higher education.

UW Oshkosh 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,



Andrew J. Leavitt
Chancellor

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April 5, 2019

RE: National Academies of Sciences, Engineering, and Medicine Action Collaborative on Preventing Sexual Harassment in Higher Education

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.

The University of Wisconsin-Parkside (UW-Parkside) is dedicated to providing a teaching, learning and working environment in which students, faculty, and staff can discover, examine critically, preserve, and transmit the knowledge, wisdom, and values that will improve the quality of life for all. To promote these institutional values, UW-Parkside is committed to creating and maintaining a community environment that is free from sexual violence and harassment.

To advance efforts to prevent and effectively respond to sexual harassment, UW-Parkside 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:

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The University of Wisconsin-Parkside 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,



Deborah L. Ford
Chancellor



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

The University of Wisconsin-Platteville and its branch campuses are committed to providing a living and learning environment for its students, faculty and staff that is free from sexual harassment and sexual violence in any form. UW-Platteville's Campus Climate office is devoted exclusively to making the university and its branch campuses places that all feel welcome. The UW-Platteville campus supports those victimized and affected by it and will not tolerate the behavior of those who bring these acts and attitudes to our campus.

As a part of its efforts to prevent and promptly and effectively respond to sexual harassment and sexual violence, UW-Platteville 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 actions on addressing and preventing sexual harassment. Together, with other institutional members of the Action Collaborative, we aim to achieve targeted, collective action toward evidence-based policies and practices at the individual, institutional and systems levels for addressing and preventing all forms of sexual harassment and promoting a culture of civility and respect.

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- 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.

UW-Platteville 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,

A handwritten signature in black ink, reading 'Dennis J. Shields'.

Chancellor Dennis J. Shields
University of Wisconsin-Platteville



Office of the Chancellor • 116 North Hall • 715-425-3201 • dean.vangalen@uwrf.edu • www.uwrf.edu

University of Wisconsin-River Falls Commitment Statement in support of the National Academies of Sciences, Engineering, and Medicine Action Collaborative on Preventing Sexual Harassment in Higher Education

April 4, 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. 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.

The mission of the University of Wisconsin-River Falls is to help prepare students to be productive, creative, ethical, engaged citizens and leaders with an informed global perspective. This mission will be fulfilled only if we actively create diverse, inclusive and respectful environments where sexual harassment is not tolerated. Sexual misconduct and harassment are unacceptable acts in opposition to the core values of UW-River Falls. We have pledged to take action to foster a safe campus for all members of our community and to actively work to mitigate or eliminate factors in our environment that contribute to allowing sexual harassment to occur.

To advance efforts to prevent and effectively respond to sexual harassment, the University of Wisconsin-River Falls 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:

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- 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 Wisconsin-River Falls 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,

A handwritten signature in black ink, appearing to read "Dean Van Galen". The signature is fluid and cursive, with a large initial "D" and "V".

Dean Van Galen, Ph.D.
Chancellor



**University of Wisconsin-Stevens Point Commitment Statement in support of the
National Academies of Sciences, Engineering, and Medicine Action Collaborative
on Preventing Sexual Harassment in Higher Education**

March 29, 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. The [Sexual Harassment of Women](#) report concludes that systemwide changes to the culture and climate in higher education are needed and provides a roadmap for higher education to make these changes.

The mission statement of UW-Stevens Point is: “Through the discovery, dissemination and application of knowledge, UW-Stevens Point fosters intellectual growth, provides a broad-based education, models community engagement and prepares students for success in a diverse and sustainable 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 contributing to allowing sexual harassment to occur.

To advance efforts to prevent and effectively respond to sexual harassment, UW-Stevens Point 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:

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- 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 Wisconsin-Stevens Point hereby commits to support the goals of the National Academies of Sciences, Engineering, and Medicine Action Collaborative on Preventing Sexual Harassment in Higher Education.

A handwritten signature in black ink, reading "Bernie L. Patterson". The signature is written in a cursive, flowing style.

Bernie L. Patterson
Chancellor



April 5, 2019

To whom it may concern;

The University of Wisconsin-Stout has as one of its enduring goals to “Foster a collegial, trusting and tolerant campus climate.” It is fitting, then, that UW-Stout joins with other campuses across the nation 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:

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UW-Stout 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,

Bob Meyer
Chancellor
UW-Stout



UNIVERSITY OF WISCONSIN-STOUT
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www.uwstout.edu



University of Wisconsin-Superior's Commitment Statement in support of the National Academies of Sciences, Engineering, and Medicine Action Collaborative on Preventing Sexual Harassment in Higher Education

April 2, 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. 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, the University of Wisconsin-Superior 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:

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The University of Wisconsin-Superior intentionally creates an environment that is diverse, inclusive and respectful, and provides pathways for full access to its academic programs and activities. Our Diversity Statement reads in part: *As a community we commit to recognize, include and value inherent worth and dignity of each person; foster tolerance, sensitivity, understanding, mutual respect, and justice among its members; and encourage each individual to strive to reach their own potential.* Our involvement in the Action Collaborative aligns with our Diversity Statement and reinforces our institution's commitment to preventing sexual harassment and fostering a climate of respect.

The University of Wisconsin-Superior hereby commits to support the goals of the National Academies of Sciences, Engineering, and Medicine Action Collaborative on Preventing Sexual Harassment in Higher Education.

Respectfully,

A handwritten signature in black ink that reads "Renée M. Wachter".

Renée Wachter
Chancellor, University of Wisconsin-Superior

OFFICE OF THE CHANCELLOR

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UNIVERSITY OF WISCONSIN
WHITEWATER

Office of the Chancellor

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

April 8, 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. 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.

Our institutional vision at the University of Wisconsin-Whitewater is to be a national and international leader in providing transformational and empowering educational experiences. To achieve this vision, it is critical that we live by our core values. Among these values are Diversity and Opportunity. We believe in the dignity of all individuals and we cultivate an accessible, inclusive, and equitable culture where everyone can pursue their passions and reach their potential in an intellectually stimulating and respectful environment.

To advance efforts to prevent and effectively respond to sexual harassment, the University of Wisconsin-Whitewater 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 to gathering and applying research results across institutions.
- Develop a standard for measuring progress toward reducing and preventing sexual harassment in higher education.

The University of Wisconsin-Whitewater 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,

A handwritten signature in blue ink, appearing to read "Cheryl Green", with a stylized flourish at the end.

Cheryl Green, Ph.D.
Interim Chancellor