

**The National Academies of Sciences, Engineering, and Medicine (NASEM) Action
Collaborative on Preventing Sexual Harassment in Higher Education - Community
Engagement Plan
Johns Hopkins University**

In line with the mission of the NASEM Action Collaborative, Johns Hopkins University remains committed to leading efforts to address and prevent all forms of sexual harassment and promoting a culture of civility and respect within its large and diverse community. The Hopkins community is comprised of faculty, staff and students in nine academic divisions located on campuses in the U.S. and abroad (approximately 24,401 employees and 25,513 undergraduate and graduate students).

Action Collaborative membership includes University leaders from the Offices of the President and Provost, as well as senior leaders and subject matter experts in the Schools of Medicine and Public Health. Members include Janice Clements, PhD, Vice Dean for Faculty, School of Medicine; Michele Decker, ScD MPH, Faculty, Bloomberg School of Public Health; Joy Gaslevic, JD, Interim Vice Provost for Institutional Equity; and Paul Pineau, JD, Vice President and General Counsel. The above leaders are able to engage at all levels of the University in dialogue concerning Action Collaborative work, provide subject matter input to and leadership within the Action Collaborative, and seek input from other Hopkins leadership.

Joy Gaslevic and Michele Decker also concurrently co-chair the Provost's Sexual Violence Advisory Committee (SVAC), a University wide committee of faculty, staff and students from across the University which meets monthly and is charged with providing advice to the Provost on the topic of sexual misconduct. In its efforts and recommendations, the SVAC looks to the "three pillars" framework for comprehensive prevention and response; the three mutually reinforcing pillars are: (a) prevention; (b) survivor support; and (c) accountability. The SVAC – whose membership includes representatives from all nine divisions of the University (including many thought leaders on the topic of sexual misconduct prevention) and whose work is consistent with Action Collaborative work - will be a key way to gather community input regarding Action Collaborative efforts, assess promising practices noted through the work of the Action Collaborative that can be most impactful for the Hopkins community, and identify ways to update and engage the broader community in the work of the Action Collaborative.

Action Collaborative workgroup efforts regarding prevention, response, and remediation will help inform University plans in progress this academic year to further explore prevention, response and accountability recommendations prepared by the SVAC. For example, per SVAC recommendations, the University plans to create a consent campaign, evaluate expanding bystander intervention training offerings, and explore best practices for engaging faculty, staff and students as change-makers to empower others and set positive norms, create a culture of inclusiveness and respect, prevent discrimination and harassment, and intervene in situations of misconduct. Through its Action Collaborative representation, Hopkins also plans to use information gathered during the above efforts to contribute to Action Collaborative work.

Through Action Collaborative participation, Hopkins additionally seeks to further inform future accountability efforts and inform the Action Collaborative's efforts to measure climate and gauge progress. In AY 2016-17, 2017-18, and 2018-19, the University advanced accountability efforts, which included a robust awareness and transparency campaign for the Office of Institutional Equity (OIE),¹ the inaugural OIE 2017 Annual Report,² and other community updates regarding growth and enhancements within OIE. The University also launched student campus climate surveys in 2018³ and 2019. During AY2019-20, the University will continue accountability efforts. For example, recently and in a continued effort to highlight the University's commitment to transparency and proper response to sexual misconduct findings, the University advised the community of two faculty departures resulting from violations of the Sexual Misconduct Policy & Procedures. During fall 2019, the University will release the OIE 2018 Annual Report, a report on the 2019 AAU Campus Climate Survey results, as well as community updates regarding SVAC recommendation progress. All of the above efforts – designed to reach and inform each division of the University (including graduate/professional school communities) – will not only continue to highlight University action but will also be used to inform Action Collaborative participation.

¹ Compared to information gathered in a 2015 campus climate survey, students in a 2018 survey reported an overall greater awareness of the Office of Institutional Equity (63% versus 20%).

² <https://oie.jhu.edu/docs/OIE%202017%20Annual%20Report.pdf>

³ See JHU 2018 Campus Climate and Sexual Violence Survey: Principal Findings - <https://provost.jhu.edu/wp-content/uploads/sites/4/2019/03/2018-Climate-and-Sexual-Violence-Survey2.pdf>.