

Community Engagement Plan – UMass Amherst

Taskforce

In Fall 2017, Chancellor Kumble R. Subbaswamy appointed a campus taskforce comprised of faculty and graduate students to address sexual violence, harassment, and assault on campus, particularly as it related to graduate students and post-doctoral researchers in STEM. In Spring 2018 the taskforce presented to the Chancellor 30 recommendations for the campus to consider to improve the climate, resources, and support systems for graduate students, who experience sexual and/or gender harassment, assault, and/or violence.

In Fall 2019, Chancellor Subbaswamy converted the Taskforce to a permanent Standing Committee on Sexual Harassment and Assault, co-chaired by Provost John McCarthy and Dean of the College of Natural Sciences, Tricia Serio. The committee will be seated during Fall 2019 and will be comprised of faculty from across the campus and will include both graduate students and post-doctoral researchers.

The committee will connect the University's national and local work on preventing sexual harassment and assault to the NASEM Action Collaborative and will be charged with making recommendations for improving campus services, policies, and practices relating to the prevention and remediation of sexual violence, harassment and assault.

The committee will meet twice per semester and receive feedback on its work through a dedicated email address: TaskforceSHA@umass.edu

Raising Awareness Among University Leaders

The co-chairs of the Standing Committee will present the findings of the NASEM report *Sexual Harassment of Women: Climate, Culture and Consequences in Academic Sciences, Engineering, and Medicine* to the Chancellor's Extended Leadership Council during the Fall of 2019.

Standing Committee's Focal Areas in NASEM Action Collaborative

The Standing Committee will contribute to the Response Working Group of the NASEM Action Collaborative. Areas of priority include:

- Develop communication strategies for **improving transparency about the process** for reporting, investigating, and adjudicating
- Compile examples of **annual reports that increase transparency** about how an institution is handling sexual harassment
- Compile strategies for **sharing information outside the institution** to prevent the "pass the harasser" problem (from the past/current employer side)
- Develop guidance on **standardized timeframe for grievances and appeals**

Reporting

The Standing Committee will:

- provide semiannual reports on its progress to the Chancellor

- convene the leaders of administrative areas relevant to the work of the Standing Committee once per semester to report on progress and to solicit input and feedback. These administrative areas include:
 - Human Resources
 - Student Affairs
 - Equal Opportunity
 - Academic Affairs
 - Graduate School
 - General Counsel
 - Equity and Inclusion
 - Ombuds
 - IT
 - Athletics
 - Advancement

- provide a summary report on its progress to the campus community