

October 29, 2019

The City College of New York Commitment Statement in support of the National Academies of Science, Engineering, and Medicine Action Collaborative on Preventing Sexual Harassment in Higher Education

The National Academies of Sciences, Engineering and Medicine report *Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine (2018)* found that more than 50% of women faculty and staff and between 20-50% of women students have experienced sexual harassment while in academia. Sexual harassment and misconduct undermines professional and educational attainment and mental and physical health of people of all genders. The consequences of this harassment are not limited to those who experience it directly. All members of the community who witness or learn about harassment in their work or education environments are also adversely affected. Employees of organizations that do not effectively respond to and prevent sexual harassment often disengage, withdraw, and leave so as not to become the next target or fail to advance. The 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 City College of New York (CCNY) as a public institution strives to advance knowledge and critical thinking, foster research, creativity, and innovation, and increase access and opportunity across academic, artistic, and professional disciplines. As an institution with a public purpose and a 170 year history, CCNY produces citizens who make an impact on the cultural, social, and economic vitality of New York, the nation, and the world. CCNY cannot realize this mission in an environment where our members experience sexual harassment and misconduct, preventing their full participation in the institution and their fields and inhibiting the social mobility that we strive to support.

To advance efforts to prevent and effectively respond to sexual harassment, CCNY 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 gather and apply research results across institutions.
- Develop a standard for measuring progress toward reducing and preventing sexual harassment in higher education.

The City College of New York hereby commits to support the goals of the National Academies of Sciences, Engineering, and Medicine *Action Collaborative on Preventing Sexual Harassment in Higher Education*.