Efforts around Sexual Harassment prevention and culture change need to be comprehensive, multi-level, and framed within the context of the stages of "Readiness to Change" for individuals, departments, and the institution as a whole. Only then will they achieve success.

3. POLICY ON CONSENSUAL RELATIONSHIPS
Recommendation: Create a policy that prohibit relationships between students and those who supervise, manage, teach, evaluate or advise students unless a mitigation plan is applied for and approved.
Challenges: Most dramatically, the culture change in requiring faculty to provide information regarding a peer’s personal relationship and requiring adults to have such relationships prohibited or monitored.
Lessons learned: Enforcement of the policy will require focused leadership, creative thinking by Deans and Chairs for development of mitigation plans, and training for faculty who will need to identify their own and others' prohibited relationships.

4. ANNUAL REVIEWS OF FACULTY
Recommendation: Annual reviews should include discussion of any concerns about the individual's behavior during the previous year, including informal or "rumored" behavior issues.
Challenges: Purpose of recommendation, to prevent more serious issues in the future via early advice and counsel by chairs and deans, overshadowed by concerns regarding giving credence to rumor and innuendo, and concern re due process rights.
Lessons learned: Better messaging needed regarding the purpose of the recommendation and its intent; emphasize that no disciplinary actions would be taken on the basis of rumor or innuendo; provide protections for due process rights of all parties; provide training and support on how to have such conversations.

5. PROCESS TO VET PROSPECTIVE FACULTY/STAFF
Recommendation: Create a process to vet prospective faculty for findings of unprofessional or harassing conduct at previous employers via mandatory signed self-disclosure.
Challenges: Should the faculty member be required to disclose only actual findings of unprofessional or harassing conduct, or allegations as well, even if unproven? Should investigatory reports be requested from applicants or previous institutions? If they can be obtained, who should have access to them? If they cannot be obtained, of what weight is the faculty member’s self-disclosure? What types of findings would disqualify the faculty member from employment?
Lessons learned: Involve group of faculty, chairs, and deans, Office of General Counsel and Human Resources, in the initial implementation issues. Review the practice on an annual basis.