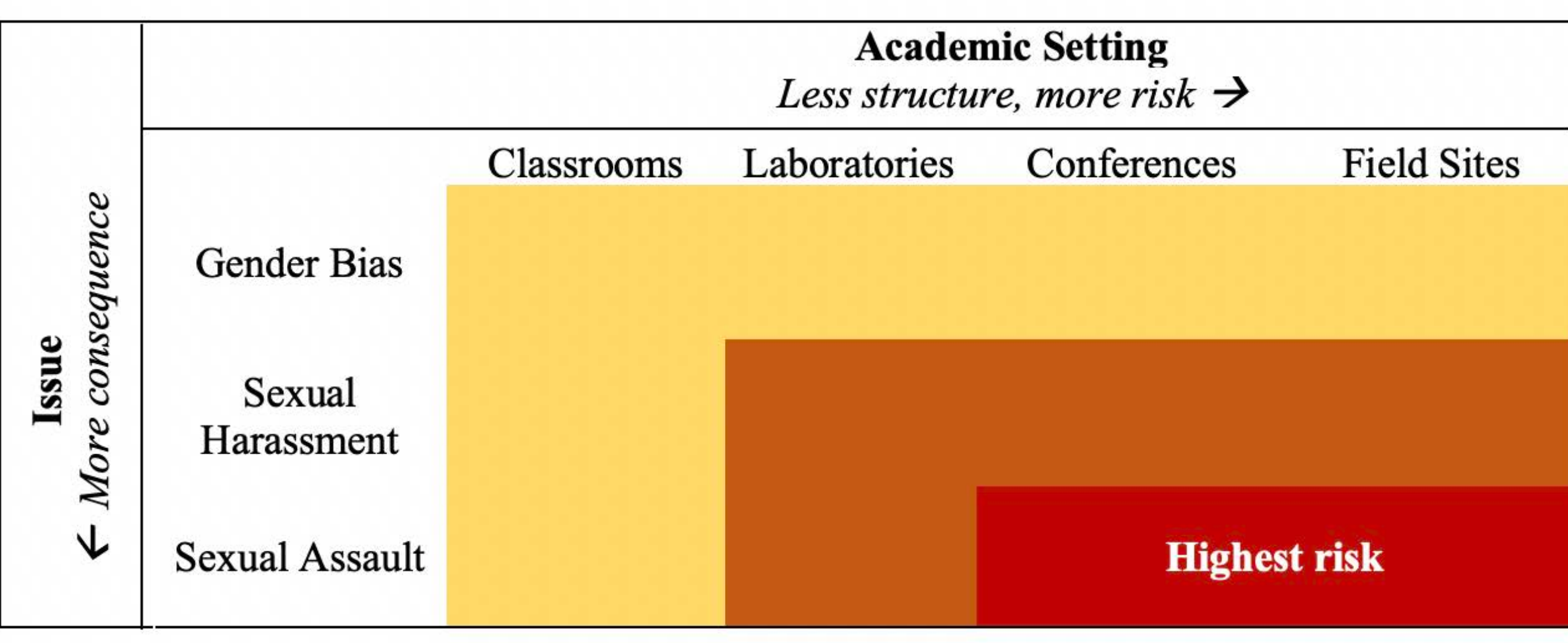


Building a Better Fieldwork Future: Preventing & Managing Sexual Harassment and Assault in the Field

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The Problem

Fieldwork is an important and often necessary component of many scientific disciplines, yet research suggests that it presents a high-risk setting for incidents of sexual harassment and assault. A survey of over 600 field scientists across disciplines found that 64% of respondents had personally experienced sexual harassment in a field setting, and one in five reported experiencing sexual assault while in the field.¹

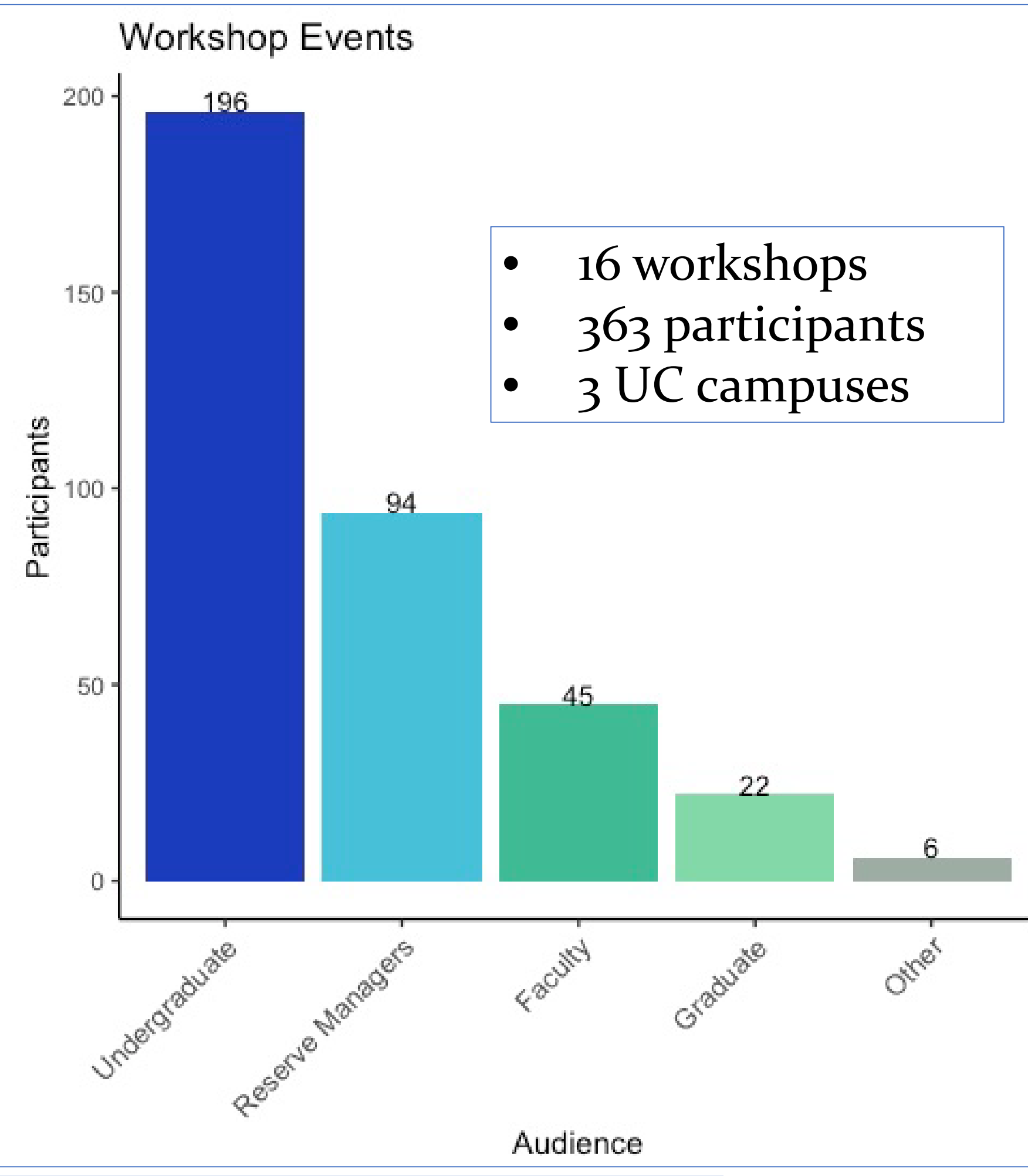


Why the field?

- Long hours in close quarters, blurry boundaries
- Isolation, lack of support systems
- Limited or no outside communication
- Power asymmetry, dependence on leaders
- Interactions with non-group members

The Solution

- 90-minute bystander training workshop
- Focus on prevention, early detection of trouble spots, diverse ways to intervene as bystanders
- Interactive, discussion-based scenarios allow participants to explore range of options for responding to incidents
- Focus on shifting norms and organizational climate
- Offers tangible prevention, reporting policies for remote, disconnected field sites

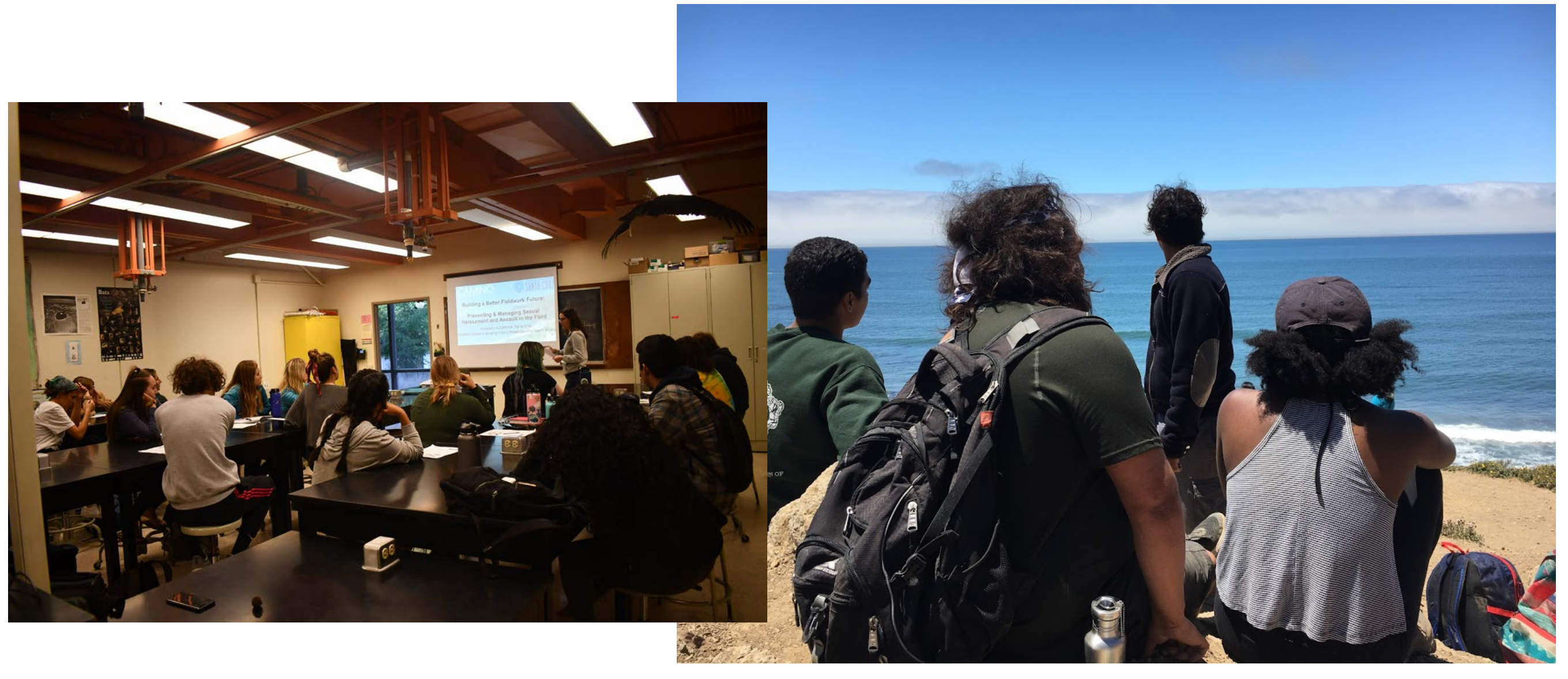


Bystander Scenario

You are a student on a field team in the Arctic, where all students sleep in tight quarters in the same tent. You notice from your sleeping bag that a student nearby has a habit of putting an arm around one of the other students at night, saying they are cold. You have heard the second student ask them not to, but it continues to happen.

Recommendations

- Plan**
 - Codes of Conduct, medical emergency protocols
 - Mechanisms for switching sleeping quarters, private access to communication lines
- Prevent**
 - Build community agreements to include acceptable behaviors and boundaries
 - Clear privacy, hygiene, alcohol protocols
- Respond**
 - Identify “responsible employees”
 - Institutional enforcement of zero-tolerance disciplinary policies



Future Goals

- Workshop scale-up
- “Train the trainers” initiative to recruit and train new facilitators
- Establish UC Certification for facilitators
- Institutionalize bystander training
- Measure efficacy of training

Acknowledgments

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1. K. B. H. Clancy, R. G. Nelson, J. N. Rutherford, K. Hinde, *PLoS One*, 9, 1–9 (2014).