**THE ISSUE**

As the NASEM Report states, all members of university communities should be equipped to “interrupt and intervene” in matters of potential harassment.

While progress has been made in educating college students to engage in bystander behaviors, gaps also exist where power is most concentrated in U.S. universities.

Bystander Intervention education opportunities must also be available to faculty and staff. Such initiatives can combat real and perceived tolerance for harassment, encourage reporting, and make harassment prevention a priority for high-level stakeholders.

Harvard is thus building a new initiative, “Prevention in Action,” designed specifically for faculty and staff.

4 Johnson et al., NASEM, p. 5., 2018.

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**PROGRAM OUTCOMES**

1. Define Bystander Intervention and its applications
2. Identify behaviors that contribute to organizational tolerance for harassment
3. Address barriers to intervention
4. Demonstrate strategies for intervention

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**IMPLEMENTATION**

Harvard University has developed a curriculum integrating primary prevention frameworks to meet the needs of faculty and senior staff.

This curriculum has been piloted to 300+ members of the faculty and staff communities across 20 departments at Harvard.

The program has returned promising quantitative results and positive feedback. The program is now entering a formal program evaluation process.

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**EVALUATING EFFECTIVENESS**

Program evaluation is central to the effectiveness of this initiative. In its initial design phase, “Prevention in Action” included community input, informal focus groups, and anonymous feedback from faculty and staff.

**CURRENT GOALS**

- Collaborate with institutional research experts to develop validated scales to measure effectiveness
- Acquire Institutional Review Board approval to include a pre-, post-, and 30-day post-program assessment
- Implement large-scale roll-out in the spring of 2020

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**TIMELINE**

- **SPRING 2019**: Design and conduct curriculum pilot with community participation
- **FALL 2019**: Develop formal program evaluation strategy, seek IRB approval
- **SPRING 2020**: Launch “Prevention in Action” for target population of faculty and administrators
- **SUMMER 2020**: Analyze and share program evaluation results from 3-point assessment

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**THE ISSUE**

- **58%**
  of female academic faculty and staff report experiencing sexual harassment in academic sciences, engineering, and medicine
  (1) Ilies and colleagues (2003)

- **59%**
  of gender harassment involved sexist or sexually offensive language, gestures, or pictures
  (2) Newman, Smelt, and Freyd (2016)

- **50%**
  of 474 women of color reported feeling unsafe due to their gender while working in planetary sciences
  (3) Clancy et al. 2017