

University of Minnesota Sexual Harassment Board, 1989-90

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**UNIVERSITY OF MINNESOTA SEXUAL HARASSMENT SURVEY:  
ADVANCE REPORT WITH RECOMMENDATIONS**

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# UNIVERSITY OF MINNESOTA SEXUAL HARASSMENT SURVEY:

## ADVANCE REPORT WITH RECOMMENDATIONS

### EXECUTIVE SUMMARY

This University of Minnesota Sexual Harassment Survey was conducted as a mail survey by the Minnesota Center for Survey Research (MCSR) at the University of Minnesota. It was conducted for the Sexual Harassment Board at the University of Minnesota, and administered by Patricia Mullen of the Office of Affirmative Action and Equal Opportunity.

Surveys were mailed to graduate students, undergraduate students, academic employees, and Civil Service staff at all five University of Minnesota campuses: Twin Cities, Duluth, Crookston, Morris, and Waseca. A total of 4,011 questionnaires were completed and returned. The response rates were 75% or above for each of the four categories.

Since this is an advance report, only selected questionnaire results are presented here. The percentages presented here are weighted to reflect the University of Minnesota as a whole, rather than specific campuses. A full report will be prepared under the direction of the Sexual Harassment Board, with tentative completion and release scheduled for Fall 1990.

Awareness of Present Policies and Programs. Rather than asking people to write their understanding of the policies and programs, the survey questions asked about the respondent's memory of attempts to publicize the policy and programs. Overall, over three-fourths of the employees remembered the attempts to publicize the University policies, but only about one-third of the students recalled such attempts.

Types of Sexual Harassment. Each of the surveys included questions about the specific types of sexual harassment the respondent had experienced during his/her time at the University of Minnesota and the specific types of harassment the person had experienced during the last six months. The seven types of harassment that were included in each list were intended to span the range, including both less extreme and more extreme forms of harassment.

The most prevalent type of harassment was unwanted teasing, jokes, remarks, or questions of a sexual nature for both women and men in all four categories (graduate and undergraduate students, academic employees, and Civil Service staff) and in both time periods (during the total time at the University of Minnesota and during the last six months).

Based on each individual's responses to all types of sexual harassment that were listed on the survey, it was possible to determine how many people had ever experienced at least one of the types of harassment. Between 41% and 56% of the women, depending on category, had experienced some type of sexual harassment during their time at the University of Minnesota, while between 19% and 36% of the men had experienced some type of sexual harassment. Overall, the incidence rates for each type of harassment were similar for the University of Minnesota and the University of Pennsylvania.

The One Worst Experience. Between 39% and 54% of the women, depending upon category, reported that the experience interfered at least slightly with their academic or professional performance. A great deal of the sexual harassment reported by both women and men was harassment from another person of the same status. For example, academic employees were most likely to be harassed by other academic employees.

Goals. The goals of the recommendations proposed by the Sexual Harassment Board are:

- o to create a positive institutional climate in which sexual harassment of any kind is not tolerated;
- o to bring information on the sexual harassment issue to the attention of all members of the University community, so that it cannot be ignored;
- o to extend the University's efforts to the most subtle forms of harassment (teasing, unwanted jokes, and the like) so as to eliminate an atmosphere of support for harassment;
- o to raise the risks to those who would harass, and impress upon them the seriousness of such action; and
- o to ensure that the University will deal with reports of sexual harassment in a responsive, supportive, and timely manner.

Recommendations. The recommendations given below mention sexual violence, which is treated as an extreme form in a continuum of behavior under the general heading of sexual harassment. Sexual violence occurs in a climate that condones sexual harassment. In developing its recommendations, the Sexual Harassment Board responded to the results of the survey of sexual harassment at the University of Minnesota. The Board has not reviewed existing programs or consulted with individuals or groups beyond its usual purview in the area of sexual harassment. The Board's intent was to recommend an overall plan that suggests how the University might direct its efforts to achieve a climate of no sexual harassment.

The Sexual Harassment Board recommends the following actions at the University:

1. establish a central office devoted to issues of sexual harassment, including sexual violence;
2. establish a network of unit officers;
3. develop and implement plans to educate all members of the University community about sexual harassment;
4. write and publish clear procedural guidelines for complaints;
5. ensure availability of peer advocates to assist complainants; and
6. conduct periodic review of University policies.

# UNIVERSITY OF MINNESOTA SEXUAL HARASSMENT SURVEY:

## ADVANCE REPORT WITH RECOMMENDATIONS

### BACKGROUND

Efforts to eliminate sexual harassment at the University of Minnesota began about fifteen years ago with informal attempts to settle such problems. The College of Liberal Arts drafted a policy statement on sexual harassment in 1979. At the same time it became clear that the only sensible approach would be to formulate an all-University policy, and the University Senate appointed a committee for this purpose in 1980. The committee, chaired by Professor Leo Raskind of the Law School presented its policy to the Senate in the spring of 1981. The policy is based on the Equal Employment Opportunity Commission's "Guidelines on Sexual Harassment", published in 1980. The Senate approved it, but with a provision that it be reviewed in three years. It was also incorporated as part of the Student Conduct Code.

The University of Minnesota policy statement on sexual harassment follows:

*Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic advancement, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions or academic decisions affecting such individual, (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive working or academic environment (as approved by the University Senate, May 17, 1984).*

Sexual harassment can occur in situations where one person has power over another, but it can also occur between equals. Both men and women can be sexually harassed, though women are most often victimized. Sexual harassment can be as blatant as rape or as subtle as a look. Harassment under the third part of the definition often consists of callous insensitivity to the experience of women (University of Minnesota Sexual Harassment brochure, page 3).

The responsibility for enforcing the policy was placed in the Equal Opportunity Office, naming Patricia Mullen as the Entry Level Officer for complaints. The procedures allow for informal complaints, formal complaints, and for appeal by either party to a Sexual Harassment Board, a representative nine-member board appointed by the President. The Board is also responsible for continuous review of the policy and for reporting annually to the University Senate.

The development of a University policy was paralleled by increased attention to sexual harassment in the courts at state and Federal levels. The Minnesota Supreme Court in 1980, in Continental Can v. State of Minnesota, made it clear to businesses and institutions alike that sexual harassment was a serious matter.

The 1984 University Senate review committee, chaired by Professor Margery Durham of the English Department, not only recommended making the policy a permanent one, but strengthened it by adding a section which warns that apparent consent is not an automatic defense in a charge of sexual harassment. Additionally, the review committee recommended this survey of students and employees about their experiences with sexual harassment.

The original Minnesota policy was one of the first formulated by a large university. Its warning clause about consenting relationships was very unusual for its time and has attracted much attention. The policy brochure, along with a letter from the president of the University, has been mailed to faculty and staff on several occasions.

The policy brochure has been widely distributed to other educational institutions in the country. The Minnesota Community College system and the Minnesota State University system have drawn upon the University of Minnesota document in writing their own sexual harassment policies.

The University has been a leader in developing materials for use in educating about sexual harassment. Students in a Journalism graphics class taught by Professor Robert Craig have designed posters; eight of the best of these have been reproduced and displayed throughout the University system. Some of these posters are also available for purchase by other educational institutions.

Other materials include a videotape, "The Wrong Idea," with an accompanying manual, developed through the Office of International Education, Media Resources and the National Association of Foreign Student Affairs, for use with students and faculty from other cultures. An extensive bibliography, developed by the Minnesota Women's Center, of more than four hundred items on sexual harassment in academia is available for general use.

Trying to educate the members of an institution as large as the University is a difficult job, made more so by the transient nature of the population. The emphasis to date has been on increasing the awareness of those people - faculty and staff - who remain relatively constant. The kind and amount of education which has been done at the University to date depends largely on the status of the individuals to whom the education is directed. The sexual harassment educational program is currently under analysis and will be strengthened during the next few years.

The Minnesota legislature enacted a law during the 1989 session which requires the governing board of each public post-secondary system to adopt a written policy on sexual harassment and sexual violence. The University, thanks to its early actions, was more than ready to meet this requirement.

## SURVEYS CONDUCTED AT OTHER UNIVERSITIES

Universities across the country began to recognize sexual harassment and sexual violence as campus problems in the late 1970's, and there have been many surveys examining the prevalence of harassment on campus in the last decade. Some examples are:

- \* in 1980, the University of Rhode Island estimated that 7.1% of its women students and staff had been sexually assaulted on campus, as had 0.8% of the men students;
- \* Harvard surveyed its community in 1983, and found that between 42% and 50% of all women -- faculty, graduate and undergraduate students -- had experienced some form of sexual harassment;
- \* the University of Illinois at Urbana-Champaign found in 1986 that "18.6% of graduate students, 10.3% of undergraduate students, and 7.9% of professional school students reported that they ... (had been sexually harassed) one or more times by one or more faculty or staff members at UIUC" (emphasis in original report); and
- \* the University of Pennsylvania (1985) and Winona State University (1987) used surveys that were essentially the same. Pennsylvania found that between 40% and 76% of women students and staff experienced some form of sexual harassment, as did between 15% and 34% of men. Winona's results were less drastic, but found between 7% and 22% of female and between 5% and 10% of male students and staff experienced sexual harassment in some form.

Many factors influence survey results, such as the way different universities define sexual harassment, and the way survey questions are framed. Many more students have experienced sexist jokes in the classroom, for example, than have been sexually assaulted on campus. Questions about whether harassment came from peers or those in authority also have an effect on the final results. Yet under the 1980 Equal Employment Opportunity Commission guidelines, all of these activities, from jokes to rape, are forms of sexual harassment.

## DESIGN OF THE MINNESOTA SURVEY QUESTIONS

Questions to be included in the Sexual Harassment Survey at the University of Minnesota were based on previous sexual harassment surveys that had been completed at other universities. The draft questionnaire was closely modeled after a sexual harassment survey conducted at the University of Pennsylvania in 1985 and replicated at Winona State University in Minnesota in 1987. However, the final questionnaire is not a replication of the University of Pennsylvania and Winona State University surveys, but a revised version suited to the specific needs of the University of Minnesota. The draft questionnaire was reviewed and revised by the members of the University's Sexual Harassment Board and comments were solicited from representatives of many campus organizations.

Respondents answered questions about any sexual harassment they had experienced during their time at the University, the details of the worst incident of harassment, awareness of policy and procedures dealing with sexual harassment, and perceptions of what behaviors constitute sexual harassment.

## METHODOLOGY

This University of Minnesota Sexual Harassment Survey was conducted as a mail survey by the Minnesota Center for Survey Research (MCSR) at the University of Minnesota. It was conducted for the Sexual Harassment Board at the University of Minnesota, and administered by Patricia Mullen of the Office of Affirmative Action and Equal Opportunity.

During an 11 week period beginning February 17, 1989, mailing and collection of sexual harassment surveys was conducted. Surveys were mailed to graduate students, undergraduate students, academic employees, and Civil Service staff at all five University of Minnesota campuses: Twin Cities, Duluth, Crookston, Morris, and Waseca.

Random samples were selected for undergraduate students at all campuses, graduate students at the Twin Cities campus, academic employees at the Twin Cities and Duluth campuses, and civil service staff at the Twin Cities and Duluth campuses. By comparison, surveys were sent to all of the academic employees and Civil Service staff at the Crookston, Morris, and Waseca campuses and to miscellaneous employees not affiliated with a specific campus. The Sexual Harassment Board specified that a minimum of 75% of each sample should be women.

A total of 4,011 questionnaires were completed and returned. The response rates were 75% or above for each of the four categories: graduate students (80%), undergraduate students (75%), academic employees (76%), and Civil Service staff (78%). These are better than the 70% response rates typically achieved in mail surveys at the Minnesota Center for Survey Research and compare favorably with the response rates achieved in mail and telephone surveys conducted by other survey research organizations. This analysis includes responses from 508 graduate students, 1,426 undergraduate students, 785 academic employees, and 956 Civil Service staff. Another 336 surveys that omitted information on the respondent's status, gender, or campus were excluded from this analysis.

## SELECTED RESULTS

Since this is an advance report, selected questionnaire results are presented here. A full report will be prepared under the direction of the Sexual Harassment Board, with tentative completion and release scheduled for Fall 1990. The percentages presented here are weighted to reflect the University of Minnesota as a whole, rather than specific campuses. This means that surveys that were completed by respondents from the Twin Cities campus receive greater weight, to reflect their greater proportion of the total population in each category.

Awareness of Present Policies and Programs

Several questions were included in the survey to determine whether students and staff at the University of Minnesota were aware of present policies and programs. Rather than asking people to write their understanding of the policies and programs, the survey questions asked about the respondent's memory of attempts to publicize the policy and programs. Employees and students were asked whether they remembered receiving a letter about the University's sexual harassment policy. Such a letter is sent to new University employees and occasionally sent to every University employee, while each student is notified annually of the policy. In addition, employees were asked if they had ever seen a brochure or poster about the policy, or heard any reference to it, and students were asked if they had received a flyer about the policy. Overall, over three-fourths of the employees remembered the attempts to publicize the University policies, but only about one-third of the students recalled such attempts.

Received a Letter. All respondents were asked whether they remembered receiving a letter about the University's policy on sexual harassment. Students were less likely than employees to report receiving a letter. Thirty eight percent of the Twin Cities graduate students and 32% of the undergraduate students reported receiving a letter, while 78% of the University employees reported receiving one.

Question C2. *Do you remember receiving a letter about the University's policy on sexual harassment?*

1. Yes
2. No

TABLE 1

PERCENT RESPONDING YES BY CATEGORY

<u>Category</u>	<u>Percent of Respondents*</u>	<u>Actual No. Responding to this Question</u>
Graduate students	38% of 499	(499)
Undergraduate students	32% of 1,401	(1,397)
Academic employees	78% of 771	(765)
Civil Service staff	78% of 950	(942)

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\* The percentages and numbers presented in this column are weighted to reflect the University of Minnesota as a whole, rather than specific campuses.

Saw Brochure or Poster. Employees were asked if they had ever seen a brochure or poster about the University's policy on sexual harassment, or if they had heard any reference to it. About 85% of the University employees reported that they had seen a brochure or poster about this policy, or had heard some reference to it (Table 2).

Question Cla. *The University of Minnesota has a policy on sexual harassment. Have you ever seen a brochure or poster about this policy, or heard any reference to it?*

1. Yes
2. No
3. Don't remember

TABLE 2

PERCENT RESPONDING YES BY CATEGORY

<u>Category</u>	<u>Percent of Respondents*</u>	<u>Actual No. Responding to this Question</u>
Academic employees	87% of 774	(768)
Civil Service staff	84% of 951	(945)

Received a Flyer. Students were asked if they had received a flyer about the University's policy on sexual harassment. Forty five percent of the Twin Cities graduate students and 39% of the University's undergraduate students remembered receiving a flyer (Table 3).

Question Clb. *The University of Minnesota has a policy on sexual harassment. Did you receive a flyer about this policy? It may have come with your registration materials.*

1. Yes
2. No
3. Don't remember

TABLE 3

PERCENT RESPONDING YES BY CATEGORY

<u>Category</u>	<u>Percent of Respondents*</u>	<u>Actual No. Responding to this Question</u>
Graduate students	45% of 503	(503)
Undergraduate students	39% of 1,396	(1,396)

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 \* The percentages and numbers presented in this column are weighted to reflect the University of Minnesota as a whole, rather than specific campuses.

Sex-stereotyped References, Depictions, or Jokes

All surveys included a question about sex-stereotyped references, depictions, or jokes that were experienced in a University of Minnesota classroom or work situation. Between 41% and 68% of the survey respondents had these experiences in a University classroom or work situation. For both women and men, University students were less likely than University employees to report having these experiences.

Fifty two percent of the female graduate students and 42% of the female undergraduate students reported having these experiences, compared with 68% of the female academic employees and 59% of the female Civil Service staff who reported having them (Table 4).

Forty one percent of the male graduate students and 48% of the male undergraduate students reported having these experiences, compared with 51% of the male academic employees and 60% of the male Civil Service staff who reported having them.

Question A1. *Have you ever experienced sex-stereotyped references, depictions, or jokes in a University of Minnesota classroom or work situation?*

1. *Never*
2. *Once*
3. *Several times*
4. *Frequently*

TABLE 4

PERCENT RESPONDING 'ONCE OR MORE' BY CATEGORY AND GENDER

<u>Category</u>	<u>WOMEN</u>		<u>MEN</u>		<u>Actual No. Responding to this Question</u>
	<u>Percent of Respondents*</u>	<u>Actual No. Responding to this Question</u>	<u>Category</u>	<u>Percent of Respondents*</u>	
Graduate students	52% of 389	(389)	Graduate students	41% of 113	(113)
Undergrad students	42% of 1,090	(1,074)	Undergrad students	48% of 313	(316)
Academic employees	68% of 548	(463)	Academic employees	51% of 226	(307)
Civil Service staff	59% of 693	(611)	Civil Service staff	60% of 234	(316)

\* The percentages and numbers presented in this column are weighted to reflect the University of Minnesota as a whole, rather than specific campuses.

Sexual Preference

All surveys included a question about stereotyped references, depictions, or jokes that referred to sexual orientation and were experienced in a University of Minnesota classroom or work situation.

Between 26% and 54% of the survey respondents had experienced references to sexual orientation in a University classroom or work situation. For women, University students were less likely than University employees to report having these experiences. For men, students and academic employees were less likely than Civil Service staff to report having these experiences.

Thirty one percent of the female graduate students and 26% of the female undergraduate students had experienced references to sexual orientation, compared with 46% of the female academic employees and Civil Service staff who had these experiences (Table 5).

Thirty three percent of the male graduate students, 37% of the male undergraduate students, and 35% of the male academic employees had experienced references to sexual orientation, compared with 54% of the male Civil Service staff who had these experiences.

Question A2. *Have you ever experienced stereotyped references, depictions, or jokes that refer to sexual orientation in a University of Minnesota classroom or work situation?*

1. *Never*
2. *Once*
3. *Several times*
4. *Frequently*

TABLE 5

PERCENT RESPONDING 'ONCE OR MORE' BY CATEGORY AND GENDER

<u>Category</u>	<u>WOMEN</u>		<u>MEN</u>		<u>Actual No. Responding to this Question</u>
	<u>Percent of Respondents*</u>	<u>Actual No. Responding to this Question</u>	<u>Category</u>	<u>Percent of Respondents*</u>	
Graduate students	31% of 389	(389)	Graduate students	33% of 114	(114)
Undergrad students	26% of 1,073	(1,056)	Undergrad students	37% of 313	(315)
Academic employees	46% of 538	(450)	Academic employees	35% of 222	(304)
Civil Service staff	46% of 685	(595)	Civil Service staff	54% of 233	(311)

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 \* The percentages and numbers presented in this column are weighted to reflect the University of Minnesota as a whole, rather than specific campuses.

## Types of Sexual Harassment

Each of the surveys included questions about the specific types of sexual harassment the respondent had experienced during his/her time at the University of Minnesota and the specific types of harassment the person had experienced during the last six months. The seven types of harassment that were included in each list were intended to span the range, including both less extreme and more extreme forms of harassment. They are as follows:

Question A4. *How often have you been subject to any of the following during your time at the University of Minnesota? Please respond in terms of your experience as a (student/teacher/staff member).*

- \* a) *Unwanted teasing, jokes, remarks, or questions of a sexual nature*
- b) *Unwanted pressure for dates*
- c) *Unwanted letters or phone calls of a sexual nature*
- d) *Unwanted sexually suggestive looks or gestures*
- \* e) *Unwanted deliberate touching, leaning over, cornering, or pinching*
- \* f) *Unwanted pressure for sexual favors*
- \* g) *Actual or attempted rape or sexual assault*

All seven types of sexual harassment will be presented in the full report. However, for this advance report, four types of harassment were selected to be the basis for most of the tables. These four types are indicated by asterisks on the left.

The most prevalent type of harassment was unwanted teasing, jokes, remarks, or questions of a sexual nature for both women and men in all four categories (graduate and undergraduate students, academic employees, and Civil Service staff) and in both time periods (during the total time at the University of Minnesota and during the last six months).

Experiences with Any Type of Sexual Harassment while at the University of Minnesota. Based on each individual's responses to all types of sexual harassment that were listed in Question A4 (see above), it was possible to determine how many people had ever experienced at least one of these types of harassment. Between 41% and 56% of the women, depending on category, had experienced some type of sexual harassment during their time at the University of Minnesota, while between 19% and 36% of the men had experienced some type of sexual harassment.

Female graduate students were less likely than women in other categories to have experienced some type of harassment. Forty-one percent of the female graduate students had experienced at least one of the listed types of harassment, compared with 56% of the female undergraduate students, 51% of the female academic employees, and 50% of the female Civil Service staff who had experienced some type of harassment (Table 6).

Male graduate students and male academic employees were less likely than male undergraduate students and male Civil Service staff to have experienced some type of harassment. Nineteen percent of the male graduate students and 20% of the male academic employees had experienced at least one of the listed types of harassment, compared with 36% of the male undergraduate students and 33% of the male Civil Service staff who had experienced some type of harassment.

TABLE 6

PERCENT REPORTING SOME TYPE OF HARASSMENT BY CATEGORY AND GENDER

<u>Category</u>	<u>WOMEN</u>		<u>MEN</u>		<u>Actual No. Responding to this Question</u>
	<u>Percent of Respondents*</u>	<u>Actual No. Responding to this Question</u>	<u>Category</u>	<u>Percent of Respondents*</u>	
Graduate students	41% of 394	(394)	Graduate students	19% of 114	(114)
Undergrad students	56% of 1,109	(1,105)	Undergrad students	36% of 317	(321)
Academic employees	51% of 553	(468)	Academic employees	20% of 231	(312)
Civil Service staff	50% of 711	(631)	Civil Service staff	33% of 244	(325)

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 \* The percentages and numbers presented in this column are weighted to reflect the University of Minnesota as a whole, rather than specific campuses.

Comparing Rates of Sexual Harassment at Two Universities. For purposes of comparing the rates of sexual harassment at the University of Minnesota and the University of Pennsylvania, the seven types of sexual harassment were grouped into three subgroups of type of sexual harassment involving increasing degrees of personal contact between the harassed and the harasser. These subgroups are shown below Table 7 and Table 8.

These comparisons will be presented only to put some perspective on the percentages reported for the University of Minnesota. It should be noted that although both Universities used exactly the same wording for the types of sexual harassment, the University of Pennsylvania survey asked respondents to go back in time no more than five years, while respondents to the University of Minnesota survey were asked to report experiences during their time at the University. In addition, the University of Pennsylvania survey was conducted in March 1985, while the University of Minnesota survey was conducted in February and March 1989. Finally, the criteria for inclusion in the employee categories at the two universities are probably different from one another. All these differences mean that the figures are not completely comparable. Despite these cautions, some general comparisons will be attempted.

TABLE 7

PERCENT OF FEMALE RESPONDENTS REPORTING GIVEN TYPES OF HARASSMENT

<u>Type of Harassment</u>	<u>Percent of Respondents</u>	
	<u>Minnesota</u> (1989)	<u>Pennsylvania</u> (1985)
<b>GRADUATE STUDENTS</b>		
Group A (a) or (d)	35	42
Group B (b), (c), or (f)	19	20
Group C (e) or (g)	14	18
Group B or Group C	25	27
Group A or Group B or Group C	41	45
<b>UNDERGRADUATE STUDENTS</b>		
Group A (a) or (d)	47	69
Group B (b), (c), or (f)	39	56
Group C (e) or (g)	23	46
Group B or Group C	43	65
Group A or Group B or Group C	56	76
<b>ACADEMIC EMPLOYEES</b>		
Group A (a) or (d)	47	46
Group B (b), (c), or (f)	18	14
Group C (e) or (g)	23	26
Group B or Group C	30	28
Group A or Group B or Group C	51	48
<b>CIVIL SERVICE STAFF</b>		
Group A (a) or (d)	44	38
Group B (b), (c), or (f)	19	12
Group C (e) or (g)	22	20
Group B or Group C	30	23
Group A or Group B or Group C	50	40

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Subgroups of Types of Sexual Harassment

- Group A: (a) Unwanted teasing, jokes, remarks, or questions of a sexual nature or (d) unwanted sexually suggestive looks or gestures
- Group B: (b) Unwanted pressure for dates, (c) unwanted letters or phone calls of a sexual nature, or (f) unwanted pressure for sexual favors
- Group C: (e) Unwanted deliberate touching, leaning over, cornering, or pinching or (g) actual or attempted rape or sexual assault

TABLE 8

PERCENT OF MALE RESPONDENTS REPORTING GIVEN TYPES OF HARASSMENT

<u>Type of Harassment</u>	<u>Percent of Respondents</u>	
	<u>Minnesota</u> (1989)	<u>Pennsylvania</u> (1985)
Group A (a) or (d)	15	15
Group B (b), (c), or (f)	9	6
Group C (e) or (g)	3	7
Group B or Group C	10	10
Group A or Group B or Group C	19	18

UNDERGRADUATE STUDENTS

Group A (a) or (d)	32	29
Group B (b), (c), or (f)	21	19
Group C (e) or (g)	12	10
Group B or Group C	23	21
Group A or Group B or Group C	36	34

ACADEMIC EMPLOYEES

Group A (a) or (d)	18	13
Group B (b), (c), or (f)	12	4
Group C (e) or (g)	9	5
Group B or Group C	14	7
Group A or Group B or Group C	20	15

CIVIL SERVICE STAFF

Group A (a) or (d)	29	15
Group B (b), (c), or (f)	14	5
Group C (e) or (g)	14	4
Group B or Group C	21	6
Group A or Group B or Group C	33	16

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Subgroups of Types of Sexual Harassment

- Group A: (a) Unwanted teasing, jokes, remarks, or questions of a sexual nature or (d) unwanted sexually suggestive looks or gestures
- Group B: (b) Unwanted pressure for dates, (c) unwanted letters or phone calls of a sexual nature, or (f) unwanted pressure for sexual favors
- Group C: (e) Unwanted deliberate touching, leaning over, cornering, or pinching or (g) actual or attempted rape or sexual assault

Overall, the incidence rates for each type of harassment were similar for the University of Minnesota and the University of Pennsylvania. The percent of female respondents reporting given types of harassment is comparable for graduate students and academic employees and Civil Service staff at the University of Minnesota and the University of Pennsylvania. However, the percent of female undergraduate students reporting any given type of harassment is much lower at the University of Minnesota than at the University of Pennsylvania (Table 7).

The percent of male respondents reporting given types of harassment is also comparable for graduate and undergraduate students and for academic employees at the University of Minnesota and the University of Pennsylvania. However, the percent of male Civil Service staff reporting any given type of harassment is higher at the University of Minnesota than at the University of Pennsylvania (Table 8).

Experiences with Four Specific Types of Sexual Harassment while at the University of Minnesota.

Harassment in the form of unwanted teasing, jokes, remarks, or questions of a sexual nature was experienced by about 40% of the female undergraduate students, academic employees, and Civil Service staff, while 29% of the female graduate students reported this type of harassment (Table 9).

Harassment in the form of unwanted deliberate touching, leaning over, cornering, or pinching is much more serious, and was reported by fewer women in each category. However, there were still 13% of the female graduate students, and about 20% of the female undergraduate students, academic employees, and Civil Service staff who reported this form of sexual harassment.

Finally, the last two forms of sexual harassment are extremely serious but are also much less likely to occur: unwanted pressure for sexual favors, and actual or attempted rape or sexual assault. Unwanted pressure for sexual favors was reported by 2% of the female graduate students, 11% of the female undergraduate students, 5% of the female academic employees, and 4% of the female Civil Service staff. By comparison, actual or attempted rape or sexual assault was experienced by 4% of the female undergraduate students, and one to two percent of the women in the other categories.

Clearly, all forms of harassment that are addressed in the survey are not restricted to women, although their reported frequency of occurrence is substantially lower for men. Male undergraduate students and Civil Service staff were more likely to experience sexual harassment than males in other categories.

While 25% of the male undergraduate students and 23% of the male Civil Service staff experienced unwanted teasing, jokes, remarks, or questions of a sexual nature, only 12% of the male graduate students and 10% of the male academic employees reported them (Table 10).

TABLE 9

## PERCENT OF WOMEN REPORTING 'ONCE OR MORE' BY CATEGORY AND TYPE OF HARASSMENT

<u>Category</u>	Unwanted teasing, jokes, remarks*	Actual No. Responding to this Question	Unwanted touching, leaning over, cornering*	Actual No. Responding to this Question	Unwanted pressure for sexual favors*	Actual No. Responding to this Question	Actual or attempted rape*	Actual No. Responding to this Question
Graduate students	29% of 391	(391)	13% of 394	(394)	2% of 393	(393)	1% of 393	(393)
Undergrad students	37% of 1,105	(1,096)	22% of 1,105	(1,098)	11% of 1,105	(1,098)	4% of 1,105	(1,099)
Academic employees	42% of 546	(460)	21% of 544	(460)	5% of 544	(460)	1% of 544	(460)
Civil Service staff	37% of 693	(616)	20% of 694	(619)	4% of 693	(616)	2% of 690	(615)

TABLE 10

## PERCENT OF MEN REPORTING 'ONCE OR MORE' BY CATEGORY AND TYPE OF HARASSMENT

<u>Category</u>	Unwanted teasing, jokes, remarks*	Actual No. Responding to this Question	Unwanted touching, leaning over, cornering*	Actual No. Responding to this Question	Unwanted pressure for sexual favors*	Actual No. Responding to this Question	Actual or attempted rape*	Actual No. Responding to this Question
Graduate students	12% of 112	(112)	3% of 114	(114)	1% of 114	(114)	0% of 114	(114)
Undergrad students	25% of 317	(319)	12% of 316	(319)	4% of 317	(320)	0% of 317	(319)
Academic employees	10% of 222	(304)	5% of 221	(302)	3% of 221	(302)	0% of 221	(301)
Civil Service staff	23% of 234	(320)	10% of 234	(319)	3% of 234	(319)	0% of 234	(319)

\* The percentages and numbers presented in this column are weighted to reflect the University of Minnesota as a whole, rather than specific campuses.

The more serious form of harassment, namely unwanted deliberate touching, leaning over, cornering, or pinching, was reported by fewer men in each category. However, there were still 3% of the male graduate students, 12% of the male undergraduate students, 5% of the male academic employees, and 10% of the male Civil Service staff who reported this form of sexual harassment.

Finally, unwanted pressure for sexual favors was reported by 1% of the male graduate students, 4% of the male undergraduate students, 3% of the male academic employees, and 3% of the male Civil Service staff. None of the male respondents reported actual or attempted rape or sexual assault.

Experiences During the Last Six Months. Individuals who reported any experiences with sexual harassment responded to the same list of types of harassment in the context of a second question about experiences in the last six months. Based on responses to this second list, it is clear that much of the harassment being experienced at the University has occurred recently. For example, of those female graduate students who had experienced harassment while at the University, 42% had experienced unwanted teasing, jokes, remarks, or questions of a sexual nature in the last six months (Table 11).

For all four types of sexual harassment, female undergraduate students were more likely than females in other categories to have experienced them in the last six months. Of those female undergraduates who had ever experienced any type of harassment: 52% experienced unwanted teasing, jokes, remarks, or questions of a sexual nature in the last six months; 26% experienced unwanted deliberate touching, leaning over, cornering, or pinching in the last six months; 11% experienced unwanted pressure for sexual favors in the last six months; and 2% experienced actual or attempted rape or sexual assault in the last six months.

For those women who had ever experienced any type of harassment, unwanted teasing, jokes, remarks, or questions of a sexual nature were experienced in the last six months by 52% of the female undergraduate students and by about 45% of the female graduate students, academic employees, and Civil Service staff.

Thirteen percent of the female graduate students who had ever experienced any type of harassment reported unwanted deliberate touching, leaning over, cornering, or pinching in the last six months, as did 26% of the female undergraduate students, 18% of the female academic employees, and 14% of the female Civil Service staff who had experienced harassment.

Eleven percent of the female undergraduate students who had ever experienced any type of harassment reported unwanted pressure for sexual favors in the last six months, as did 2% of the female academic employees who had experienced harassment. None of the female Civil Service staff or female graduate students who had experienced harassment reported unwanted pressure for sexual favors in the last six months. By comparison, 1% of the female graduate students who had experienced harassment reported actual or attempted rape or sexual assault in the last six months, as did 2% of the female undergraduate students who had experienced harassment.

TABLE 11

## TYPES OF HARASSMENT REPORTED 'ONCE OR MORE' IN THE LAST SIX MONTHS BY WOMEN WHO EVER EXPERIENCED ANY TYPE OF HARASSMENT \*\*

<u>Category</u>	Unwanted teasing, jokes, remarks*	Actual No. Responding to this Question	Unwanted touching, leaning over, cornering*	Actual No. Responding to this Question	Unwanted pressure for sexual favors*	Actual No. Responding to this Question	Actual or attempted rape*	Actual No. Responding to this Question
Graduate students	42% of 159	(159)	13% of 159	(159)	0% of 159	(159)	1% of 159	(159)
Undergrad students	52% of 576	(601)	26% of 573	(601)	11% of 573	(600)	2% of 573	(601)
Academic employees	46% of 265	(220)	18% of 265	(221)	2% of 265	(221)	0% of 265	(221)
Civil Service staff	45% of 343	(268)	14% of 340	(266)	0% of 340	(265)	0% of 340	(265)

TABLE 12

## TYPES OF HARASSMENT REPORTED 'ONCE OR MORE' IN THE LAST SIX MONTHS BY MEN WHO EVER EXPERIENCED ANY TYPE OF HARASSMENT \*\*\*

<u>Category</u>	Unwanted teasing, jokes, remarks*	Actual No. Responding to this Question	Unwanted touching, leaning over, cornering*	Actual No. Responding to this Question	Unwanted pressure for sexual favors*	Actual No. Responding to this Question
Graduate students	32% of 19	(19)	5% of 19	(19)	0% of 19	(19)
Undergrad students	50% of 109	(116)	27% of 106	(115)	10% of 106	(115)
Academic employees	39% of 36	(62)	17% of 33	(59)	3% of 33	(59)
Civil Service staff	54% of 71	(61)	19% of 71	(61)	9% of 71	(61)

\* The percentages and numbers presented in this column are weighted to reflect the University of Minnesota as a whole, rather than specific campuses.

\*\* This table is based on only those women who reported experiencing some type of sexual harassment.

\*\*\* This table is based on only those men who reported experiencing some type of sexual harassment.

For those men who had experienced any type of sexual harassment, it is also very likely that these experiences had occurred in the last six months. For those men who had ever experienced sexual harassment, about half the male undergraduate students and Civil Service staff had experienced unwanted teasing, jokes, remarks, or questions of a sexual nature in the last six months; and about one third of the male academic employees and undergraduate students had these experiences (Table 12).

Similarly, for this group of men who had experienced harassment, 5% of the male graduate students, 27% of the male undergraduate students, 17% of the male academic employees, and 19% of the male Civil Service staff experienced unwanted deliberate touching, leaning over, cornering, or pinching in the last six months.

Finally, for this group, none of the male graduate students, 10% of the male undergraduate students, 3% of the male academic employees, and 9% of the male Civil Service staff experienced unwanted pressure for sexual favors in the last six months.

### The One Worst Experience

Employees and students who had ever experienced any type of sexual harassment during their time at the University of Minnesota responded to a lengthy series of questions about the one experience which had the greatest impact on them. Only four of those questions will be discussed in this advance report: how the person responded to the experience, how much the experience interfered with their academic or professional performance, the gender and number of people who harassed them, and the status of the person who harassed them.

How the Person Responded to the Experience. Individuals who had ever experienced any type of sexual harassment were presented with a listing of ten possible responses to the experience. These results will be presented for only female undergraduates, since that is the largest category for analysis.

Response to the experience for female undergraduate students at the University of Minnesota varied depending upon the type of sexual harassment that the woman experienced. For example, ignoring the behavior is the most frequent response when harassment takes the form of teasing, jokes, remarks, and questions of a sexual nature. However, the likelihood that the woman will ignore the behavior decreases as the type of sexual harassment becomes more serious. While 69% of the female undergraduate students ignored teasing, jokes, remarks or questions of a sexual nature, 50% ignored deliberate touching, leaning over, cornering or pinching, 36% ignored pressure for sexual favors, and 21% ignored actual or attempted rape or sexual assault (Table 13). Conversely, confronting the person who bothered them, avoiding contact with the person, talking to family or friends, and talking to a University official informally were increasingly more likely to occur as the type of sexual harassment became more serious.

Question B5. How did you respond to the experience?  
(CIRCLE ALL THAT APPLY.)

- a. Confronted the person who bothered me
- b. Ignored the behavior
- c. Went along with the behavior
- d. Avoided contact with the person
- e. Talked to family or friends
- f. Talked to students or co-workers
- g. Talked to a counselor or advocate
- h. Talked to a University official informally
- i. Lodged a formal complaint with the University
- j. Other (PLEASE SPECIFY)

TABLE 13

PERCENT FEMALE UNDERGRADUATES REPORTING 'YES'  
BY RESPONSE TO EXPERIENCE AND TYPE OF HARASSMENT \*\*

<u>Response to Experience</u>	<u>Unwanted teasing, jokes, remarks</u>	<u>Unwanted touching, leaning over, cornering</u>	<u>Unwanted pressure for sexual favors</u>	<u>Actual or attempted rape</u>
Confronted the person	26	34	46	48
Ignored the behavior	69	50	36	21
Went along with behavior	10	19	30	13
Avoided contact	46	67	65	79
Talked to family/friends	37	42	52	51
Talked to University official informally	6	8	8	19
-----				
Weighted number responding to this question *	(205)	(108)	(43)	(23)
Actual number responding to this question	(246)	(147)	(61)	(34)

\* The percentages in the table and the numbers presented in this row are weighted to reflect the University of Minnesota as a whole, rather than specific campuses.

\*\* This table is based on only those women who reported experiencing some type of sexual harassment. Percentages total more than 100% due to multiple responses.

How Much the Experience Interfered with Performance. Between 39% and 54% of the women, depending upon category, reported that the experience interfered at least slightly with their academic or professional performance. Female students were less likely than female University employees to report that the experience interfered with their performance. Forty four percent of the female graduate students and 39% of the female undergraduate students reported that the experience interfered at least slightly with their academic or professional performance, compared with 52% of the female academic employees and 54% of the female Civil Service staff who reported that the experience interfered with their performance (Table 14).

Between 7% and 59% of the men reported that the experience interfered at least slightly with their academic or professional performance. Male graduate students and male academic employees were less likely than male undergraduate students and male Civil Service staff to report that the experience interfered with their performance. Seven percent of the male graduate students and 29% of the male academic employees reported that the experience interfered at least slightly with their academic or professional performance, compared with 42% of the male undergraduate students and 59% of the male Civil Service staff who reported that the experience interfered with their performance.

Question B11. *How much did the experience interfere with your academic or professional performance?*

1. *Not at all*
2. *Slightly*
3. *A moderate amount*
4. *Very much*
5. *Totally*

TABLE 14

PERCENT RESPONDING 'AT LEAST SLIGHTLY' BY CATEGORY AND GENDER \*\*

<u>Category</u>	<u>WOMEN</u>		<u>MEN</u>	
	<u>Percent of Respondents*</u>	<u>Actual No. Responding to this Question</u>	<u>Category</u>	<u>Percent of Respondents* Actual No. Responding to this Question</u>
Graduate students	44% of 128	(128)	Graduate students	7% of 15 (15)
Undergrad students	39% of 515	(557)	Undergrad students	42% of 91 (97)
Academic employees	52% of 231	(189)	Academic employees	29% of 28 (51)
Civil Service staff	54% of 303	(232)	Civil Service staff	59% of 63 (47)

\* The percentages and numbers presented in this column are weighted to reflect the University of Minnesota as a whole, rather than specific campuses.

\*\* This table is based on only those women who reported experiencing some type of sexual harassment.

Gender and Number of People Who Harassed Them. Female respondents were most likely to report being harassed by a single male. For both employees and students, about 80% of the women indicated that they had been harassed by a single male. In addition, about 13% of employees and students reported being harassed by two or more males (Table 15).

Question B13a. *Please describe the person who bothered you by their gender.*

1. A male
2. A female
3. Two or more males
4. Two or more females
5. Both males and females
8. Unknown

TABLE 15

PERCENT OF FEMALE RESPONDENTS REPORTING GENDER OF PERSON WHO HARASSED THEM \*\*

<u>Gender of Person Who Harassed You</u>	<u>Percent of Employees</u>	<u>Percent of Students</u>
A male	80	81
A female	0	1
Two or more males	13	14
Two or more females	1	0
Both males and females	2	2
Unknown	3	1
	----- 100%	----- 100%
Weighted number responding to this question *	(574)	(697)
Actual number responding to this question	(460)	(726)

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\* The percentages in the table and the numbers presented in this row are weighted to reflect the University of Minnesota as a whole, rather than specific campuses.

\*\* This table is based on only those women who reported experiencing some type of sexual harassment.

In contrast, while about one third of the male employees and students reported being harassed by a single male, more than one third were harassed by a single female. Twenty nine percent of the male employees indicated that they had been harassed by a single male, while 48% had been harassed by a single female, 4% had been harassed by two or more males, 4% had been harassed by two or more females, and 13% had been harassed by both males and females. Twenty nine percent of the male students had been harassed by a single male, while 36% had been harassed by a single female, 10% had been harassed by two or more males, 13% had been harassed by two or more females, 9% had been harassed by both males and females, and 3% had been harassed by persons whose gender was unknown (Table 16).

TABLE 16

PERCENT OF MALE RESPONDENTS REPORTING GENDER OF PERSON WHO HARASSED THEM \*\*

<u>Gender of Person Who Harassed You</u>	<u>Percent of Employees</u>	<u>Percent of Students</u>
A male	29	29
A female	48	36
Two or more males	4	10
Two or more females	4	13
Both males and females	13	9
Unknown	0	3
	-----	-----
	100%	100%
Weighted number responding to this question *	(99)	(112)
Actual number responding to this question	(107)	(117)

-----  
 \* The percentages in the table and the numbers presented in this row are weighted to reflect the University of Minnesota as a whole, rather than specific campuses.

\*\* This table is based on only those men who reported experiencing some type of sexual harassment.

Status of Person Who Harassed Them. A great deal of the sexual harassment reported in the survey by both women and men was harassment from another person of the same status. For example, academic employees were most likely to be harassed by other academic employees.

Question B13b. Please describe the person who bothered you by their status.

1. Faculty
2. Teaching Assistant
3. A graduate students who is not a teaching assistant
4. An undergraduate student
5. A staff member
6. Unknown
7. Other (PLEASE SPECIFY) \_\_\_\_\_

TABLE 17

PERCENT OF FEMALE RESPONDENTS REPORTING STATUS OF PERSON WHO HARASSED THEM \*\*

<u>Status of Person Who Harassed You</u>	<u>Percent of Grad Students</u>	<u>Percent of Undergrads</u>	<u>Percent of Academic</u>	<u>Percent of Civil Service</u>
Faculty	37	12	51	16
Teaching Assistant	8	5	0	2
Graduate student	26	3	1	6
Undergraduate student	9	49	5	2
Staff member	4	2	21	55
Unknown	12	22	5	8
Other	5	6	17	12
	-----	-----	-----	-----
	100%	100%	100%	100%
Weighted number responding to this question *	(145)	(522)	(240)	(315)
Actual number responding to this question	(145)	(561)	(200)	(245)

\* The percentages in the table and the numbers presented in this row are weighted to reflect the University of Minnesota as a whole, rather than specific campuses.

\*\* This table is based on only those women who reported experiencing some type of sexual harassment.

Of the women who reported being harassed, 26% of the female graduate students were harassed by other graduate students, 49% of the female undergraduate students were harassed by other undergraduates, 51% of the female academic employees were harassed by other academic employees, and 55% of the female Civil Service staff were harassed by other Civil Service staff (Table 17).

In addition, many of the people who harassed female respondents were either of unknown status or could not be classified into any of the listed categories. A final result that warrants mention is the rate of harassment by faculty. Of the women who reported being harassed, 37% of the female graduate students, 12% of the female undergraduate students, 51% of the female academic employees, and 16% of the female Civil Service staff reported being harassed by faculty.

Of the men who reported being harassed, 38% of the male graduate students were harassed by other graduate students, 67% of the male undergraduate students were harassed by other undergraduates, only 19% of the male academic employees were harassed by other academic employees, and 66% of the male Civil Service staff were harassed by other Civil Service staff (Table 18).

TABLE 18

PERCENT OF MALE RESPONDENTS REPORTING STATUS OF PERSON WHO HARASSED THEM \*\*

Status of Person Who Harassed You	Percent of Grad Students	Percent of Undergrads	Percent of Academic	Percent of Civil Service
Faculty	12	4	19	7
Teaching Assistant	0	9	0	0
Graduate student	38	6	0	0
Undergraduate student	19	67	28	16
Staff member	0	4	40	66
Unknown	25	10	11	6
Other	6	0	0	5
	-----	-----	-----	-----
	100%	100%	100%	100%
Weighted number responding to this question *	(16)	(95)	(32)	(63)
Actual number responding to this question	(16)	(100)	(55)	(50)

\* The percentages in the table and the numbers presented in this row are weighted to reflect the University of Minnesota as a whole, rather than specific campuses.

\*\* This table is based on only those men who reported experiencing some type of sexual harassment.

Again, many of the people who harassed male respondents were either of unknown status or could not be classified into any of the listed categories. In addition, male academic employees were most likely to be harassed by a staff member. Finally, the rate of harassment by undergraduate students should be mentioned. Of the men who reported being harassed, 19% of the male graduate students, 67% of the male undergraduate students, 28% of the male academic employees, and 16% of the male Civil Service staff reported being harassed by undergraduate students.

### GOALS

The goals of the recommendations proposed by the Sexual Harassment Board are:

- o to create a positive institutional climate in which sexual harassment of any kind is not tolerated;
- o to bring information on the sexual harassment issue to the attention of all members of the University community, so that it cannot be ignored;
- o to extend the University's efforts to the most subtle forms of harassment (teasing, unwanted jokes, and the like) so as to eliminate an atmosphere of support for harassment;
- o to raise the risks to those who would harass, and impress upon them the seriousness of such action; and
- o to ensure that the University will deal with reports of sexual harassment in a responsive, supportive, and timely manner.

### RECOMMENDATIONS

The recommendations given below mention sexual violence, which is treated as an extreme form in a continuum of behavior under the general heading of sexual harassment. Sexual violence occurs in a climate that condones sexual harassment. In developing its recommendations, the Sexual Harassment Board responded to the results of the survey of sexual harassment at the University of Minnesota. The Board has not reviewed existing programs or consulted with individuals or groups beyond its usual purview in the area of sexual harassment. The Board's intent was to recommend an overall plan that suggests how the University might direct its efforts to achieve a climate of no sexual harassment.

The Sexual Harassment Board recommends the following actions at the University:

1. establish a central office devoted to issues of sexual harassment, including sexual violence;
2. establish a network of unit officers;
3. develop and implement plans to educate all members of the University community about sexual harassment;
4. write and publish clear procedural guidelines for complaints;
5. ensure availability of peer advocates to assist complainants; and
6. conduct periodic review of University policies.

Recommendation # 1: *Establish a central office devoted to issues of sexual harassment, including sexual violence*

Programs for preventing sexual harassment, including sexual violence, through education and other means must include wide-scale proactive efforts to reach all members of the University community. To manage these efforts, we recommend establishing a single-mission central office specifically devoted to issues of sexual harassment. This office would be responsible for education, reporting, advocacy, and policy review of sexual harassment. The office should report directly to the President and should be distinct from the Office of Equal Opportunity and Affirmative Action.

This recommendation to establish a single-mission office, separate from the Office of Equal Opportunity and Affirmative Action, in no way reflects upon the excellent job that Ms. Mullen is performing as the entry level officer. Rather, it is a recognition that the efforts required to address the issue of sexual harassment necessitate a full-time office dedicated to these issues.

Recommendation # 2: *Establish a network of unit officers*

We further recommend establishing, under the purview of the central office, a network of sexual harassment officers in all units (or groups of units) of the University--academic as well as non-academic. These officers would have responsibility for providing (1) a continuous informational program on sexual harassment, and (2) highly visible and hospitable access points for individuals to report sexual harassment and to advise and assist in informal or formal resolution of complaints. The unit level for these offices would be determined by unit size rather than by administrative level, the purpose of their placement being to provide high visibility and easy access for all members of the University community.

Recommendation # 3: *Develop and implement plans to educate all members of the University community about sexual harassment*

We recommend that plans be developed and implemented to educate the entire University community on the University's sexual harassment policies. Educational programs and presentations must include the eight components below:

- (i) State the principles underlying the University's sexual harassment policy.
- (ii) Provide examples of actions that the University regards as violations of the policy.
- (iii) Make clear the harm inflicted by sexual harassment.
- (iv) Focus on the boundaries between permissible, inadvisable, and impermissible behavior.
- (v) Describe appropriate responses for both victims and observers, both on-the-spot responses and complaint channels.
- (vi) Describe resources available for emergency situations.
- (vii) Describe sanctions for violations of the policy.
- (viii) Specifically address issues of peer harassment.

We recommend that educational programs for the prevention of sexual harassment be conducted at least in part by peers of those being educated. An example of an educational program might include a video presentation by a trained facilitator, and a discussion of developing effective responses to sexual harassment. These would include responses by victims as well as by observers (such as displaying solidarity in informing offenders of their offense).

In addition to covering the eight items mentioned above, educational programs should be tailored to the group being addressed, and should include specific issues and concerns likely to be faced by that group (e.g., particular issues faced by medical students, resident assistants in dorms, maintenance workers).

We recommend a one-time mandatory, intensive sexual harassment briefing for all members of the University community -- faculty, professional and academic staff, civil servants, and students -- as well as a similar mandatory orientation for all newcomers to the University community. Since this is a large community, and the turnover in some groups, particularly students, is high, the orientations for newcomers would need to be conducted frequently.

In addition to educational programs, we recommend that the University's sexual harassment policy be prominently featured in materials likely to reach large numbers of students and staff. (For example, the policy could be printed in each quarter's class schedule.)

Recommendation # 4: *Write and publish clear procedural guidelines for complaints*

We recommend that the University formulate clear procedural guidelines for complaints and redress, and that they be published and widely distributed. To underscore the likely consequences to harassers, we recommend including examples of the ranges of sanctions applicable to sexual harassment. For example, for students, consequences might be varying lengths of nonacademic probation, suspension, or expulsion. For employees, sanctions might range from a written reprimand to dismissal for cause.

Recommendation # 5: *Ensure availability of peer advocates to assist complainants*

We recommend establishing a system of peer advocates who can assist complainants in asserting their rights and availing themselves of the University's protections and remedies for sexual harassment.

Recommendation # 6: *Conduct periodic review of University policies*

We recommend that the Sexual Harassment Board immediately review the University's sexual-harassment policies, with broad University input. Further reviews should be conducted at least every five years. Follow-up surveys of the kind reported here would be an essential component of the review process. Such surveys can help to assess progress toward our goals and measure the effectiveness of sexual-harassment policies and educational efforts on the campus.