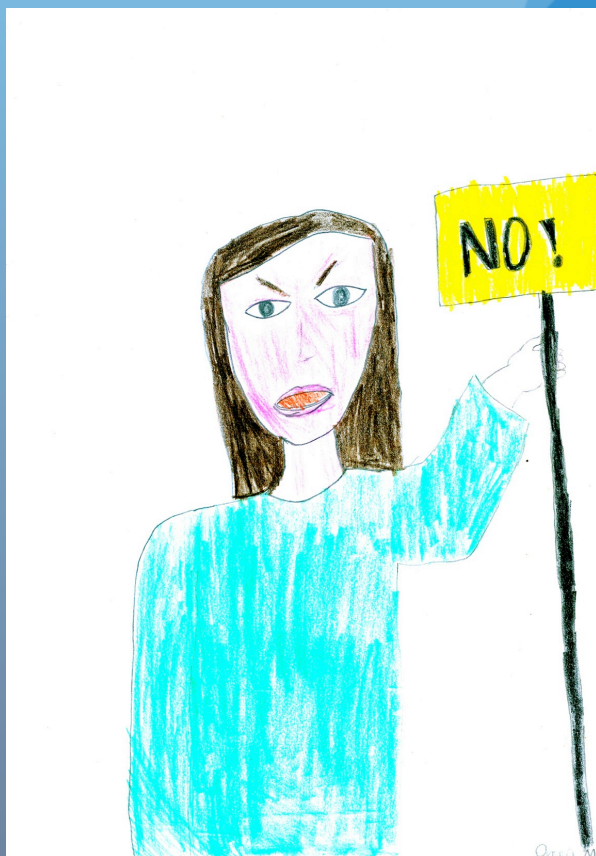




Annual Conference Associazione Donne e Scienza
Università di Pisa, Cittadella Galileiana
20-21 September 2018



#wetooinscience

Sexual Harassment in Higher Education Institutions
and Research Performing Organizations

Sveva Avveduto



Our topic

He jests at scars that never
felt a wound

Ride delle cicatrici chi non
ha mai avuto una ferita

Romeo and Juliet, 2, II



What are we talking about?

European Commission Definition

- “Sexual harassment: where any form of unwanted verbal, nonverbal or physical conduct of a sexual nature occurs, with the purpose or effect of violating the dignity of a person, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment.”
- Directive 2006/54/EC of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast) <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2006:204:0023:0036:en:PDF>

The University of Oslo ramps up its fight against sexual harassment

For the first time ever, preventing sexual harassment is a main goal in the University of Oslo's action plan for gender equality.

#MeToo: Over 100 known complaints at Norwegian colleges and universities



A file photo showing Oslo University. Heiko Junge / NTB scanpix



Handling sexual harassment is more important than prevention

"Having a system for how to handle complaints about sexual harassment has a preventive effect. Most organizations don't have the expertise or systems in place to deal with cases like these," says Ståle Einarsen.

Friday, November 9, 2018
National Academy of Sciences, Engineering, and Medicine
Fred Kavli Auditorium
2101 Constitution Avenue NW
Washington, DC

Committee on the Impacts of Sexual Harassment in Academic Science, Engineering, and Medicine; Committee on Women in Science, Engineering, and Medicine; Policy and Global Affairs; National Academies of Sciences, Engineering, and Medicine

Together We Can Do Better:
A Convening of Leaders in Academia to Prevent Sexual Harassment

► ► ► *TOGETHER*
we can do better



Our Conference

- 3 sessions
- 1. What do we know?
- 2. How to address the problem: solutions
- 3. How to address the problem: prevention

A multi-faced problem a multi step path to combat sexual harassment

Potential activities

Guidelines / Code of conduct

- **Examples of measures**

- Guidelines on dealing with sexual harassment
- Code of conduct
- Clear procedures

- **Indicators**

- Guidelines available and code of conduct available (yes/no)
- Code of conduct made public (yes/no)



A multifaced problem a multi step path

Training

- **Examples of measures**
 - Awareness trainings
 - Trainings how to prevent / deal with sexual harassment
- **Indicators**
 - # trainings held
 - # of people trained, by sex

A multifaced problem a multi step path

Discussions

- **Examples of measures**
 - Talks and discussions to spread awareness on problems of harassment and how to deal with it
- **Indicators**
 - # events
 - # participants, by sex
 - # presence of obunduspersons/councillors

A multifaced problem a multi step path

- ***Policies and measures***

- HR representative, Gender Equality Officer
- Zero-Tolerance Sexual Harassment policies
- Policies of overall non-discrimination
- Gender-balanced organization of events
 - % of men and women in the organization team
- Equal treatment and workload
 - Equal treatment of part-time work and promotion of work-life balance
 - Fair and transparent workload balance across all areas (teaching, research, administration)

Thank you and enjoy the Conference!

