

Challenging poor behaviour in academia: how to tackle and prevent intimidation and abuse of power

A Dutch women professors' network approach

September 20, 2018

Fall 2017 - #metoo

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VANESSA EVERS

[EN](#) [NL](#)

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01 / 01 / 2017 | [Vanessa Evers](#)

'Like many (all?) women in the academic world, I have also fallen victim either to explicit sexual intimidation based on a warped sense of power, or implicit intimidation due to a 'lack of social skills' on numerous occasions. The news reports about movie mogul Harvey Weinstein made me realise that it is very widespread and that it is accepted. The same applies in the academic world.'



Fall 2017 - #metoo



ScienceGuide 

"He is a professor and you are just an associate."

Part one of a series on sexual harassment in the academic world

[Nieuws](#) | door [Ingeborg van der Ven](#)

21 december 2017 | "Women are supposedly not able to reach the academic top because they lack ambition or want to have children. However, we are afraid to openly discuss the existing culture of intimidation in the academic world." A professor points out a missing conversation in academia. This is a reason for female academics to share their story of sexual harassment with ScienceGuide.



LNvH Spring Symposium – May 25, 2018



LNvH Spring Symposium 2018 – Preliminary programme
Friday 25 May 2018
Academy Building Leiden University – Klein Auditorium

Challenging poor behaviour in academia How to tackle and prevent intimidation and abuse of power

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|--------|--|
| 12.30u | Welcome with coffee and tea |
| 13.00u | Opening by LNvH chair Hanneke Takkenberg |
| 13.10u | Word of welcome by Carel Stolker , Leiden University Board |
| 13.20u | Keynotes by |
| | Oscar David 'The Integrity of Power' |
| | Claartje Vinkenburg 'Sex-based harassment in the Academy: signals and strategies' |
| 14.00u | Plenary workshop 'The active bystander training' by Scott Solder |

LNvH Spring Symposium – May 25, 2018

16.00u Panel discussion – **Storytelling**

Het Acteursgenootschap will play out cases of poor behaviour, misconduct and harassment. Together with the audience, an expert panel discusses logical courses of action and how to tackle and prevent these situations.

Panelists include:

-**Leo ten Brink** - President of the Dutch Association of Confidential Counsellors (LVV)

-**Anneriek de Heer** - HR director Radboud University Nijmegen, chair assembly of HR directors VSNU

-**Richard Korver** - Lawyer (specialised in sexual harassment cases)

-**Petra Meier** - Professor University of Antwerp, EU project EGERA: Recommendations to prevent and fight sexual harassment in academia

-**Ingeborg van der Ven** - Author of the series on sexual harassment in the academic world in *ScienceGuide*

17.30u Closing statements: **Pieter Duisenberg** (president VSNU) reflects on ways of tackling and preventing intimidation and abuse of power in academia

17.45u Round up by **Hanneke Takkenberg**

LNvH Spring Symposium – May 25, 2018

The screenshot shows a web browser window with the URL <https://www.lnvh.nl/lnvh-symposium>. The page has a dark grey header with the text "LNvH SYMPOSIUM" in white. Below the header, the breadcrumb "Home > Events > LNvH Symposium" is visible. The main content area is white and features the title "LNvH SPRING SYMPOSIUM 2018 - FOLLOW UP" in blue. The text describes the symposium held on May 25 in Leiden, focusing on recognizing, discussing, and tackling misconduct and abuse of power in academia. It thanks participants and mentions a ScienceGuide article titled "Intimidatie binnen de academie: onderzoeken of aanpakken?". It also mentions LNvH's action to create sustainable and structural attention for this theme, starting with urging university boards to develop a zero tolerance policy. Further down, it refers to Oscar David's ideas on power 1.0, 2.0, and 3.0, a podcast "Macht en integriteit kunnen wel degelijk samengaan", and Scott Solder's Active Bystander Training. It also mentions Petra Meier's involvement in the EGERA-project on "Recommendations to prevent and fight sexual harassment in Academia (PDF)". The page concludes with a note about ScienceGuide's continuous reporting on university codes of conduct, with an example in Dutch: "Geen harde sancties schending integriteitscode". On the right side, there is a green sidebar with two sections: "JOIN LNvH" and "WOMEN PROFESSORS MONITOR". The "JOIN LNvH" section includes the text "Women professors and associate professors can join the LNvH" and a "Join" button. The "WOMEN PROFESSORS MONITOR" section includes the text "The 2017 Monitor shows that 19,3% of the professor-level FTEs were filled by women" and a button labeled "Monitor Vrouwelijke Hoogleraren 2017".

LNvH SYMPOSIUM

Home > Events > LNvH Symposium

LNvH SPRING SYMPOSIUM 2018 - FOLLOW UP

On May 25, the LNvH Spring Symposium took place in Leiden. The symposium focused on recognizing, discussing and tackling misconduct and abuse of power in academia. LNvH is looking back on a thought provoking day and would like to thank all the participants for sharing ideas, opinions and experiences. ScienceGuide published an article "[Intimidatie binnen de academie: onderzoeken of aanpakken?](#)" in which some of the organisations and people involved in the programme were interviewed [in Dutch].

LNvH will take up action to (further) create sustainable and structural attention for this theme, starting with urging the university boards to develop and strengthen a zero tolerance policy when it comes to harassment and abuse of power.

If you like to rehash [Oscar David](#)'s ideas on power 1.0, power 2.0 and power 3.0, the [podcast: Macht en integriteit kunnen wel degelijk samengaan](#) of De Correspondent might be worthwhile.

To refer to [Scott Solder](#)'s Active Bystander Training (and the 4 D's, strategies for intervention), check the [Imperial College London](#) website.

[Petra Meier](#) was involved in the (European) EGERA-project on [Recommendations to prevent and fight sexual harassment in Academia \(PDF\)](#).

Worth to keep an eye on: ScienceGuide is reporting continuously about the way universities deal with codes of conduct. For example [in Dutch]: ['Geen harde sancties schending integriteitscode'](#)

JOIN LNvH

Women professors and associate professors can join the LNvH

Join

WOMEN PROFESSORS MONITOR

The 2017 Monitor shows that 19,3% of the professor-level FTEs were filled by women

Monitor Vrouwelijke Hoogleraren 2017

Follow up – 2018/2019



LNvH studies Scientific Harassment

Dear colleagues,

For years, the Dutch Network of Women Professors has been hearing about the deliberate obstruction of scientists' careers. This includes: stealing data, unjustified authorships, subordinating people in assigning management and research tasks, intentional discrediting or making others invisible for e.g. committees, influencing the work environment negatively, frustrating research processes et cetera. LNvH is defining these obstructions in doing science as *Scientific Harassment**. To gain more insight in this concept, we commissioned Prof. Marieke van den Brink, Prof. Yvonne Benschop and Marijke Naezer (Radboud University, Nijmegen) to conduct an exploratory qualitative research.

In this research, the **experiences of women academics** are the central focus. By collecting concrete case descriptions based on their experiences, the research team aims to gain more insight in practices concerning *Scientific Harassment*. We therefore kindly ask you to share your experiences with the research team. You can send your response by

ACHTERGROND PESTERS IN DE WETENSCHAP

De topwetenschapper als tiran: 'Ik run hier geen liefdadigheidsorganisatie'

In de wetenschap regent het opeens schandalen van prominente professoren die hun ondergeschikten zouden terroriseren. Broeit er een nieuwe #MeToo-discussie? En waarom zijn de daders eigenlijk zo vaak vrouwen?

Maarten Keulemans 22 augustus 2018, 18:18



Let's discuss further:

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Check <https://www.lnvh.nl/lnvh-symposium> for
speakers and topics discussed during the LNVH
Spring Symposium