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

A Dutch women professors' network approach

September 20, 2018



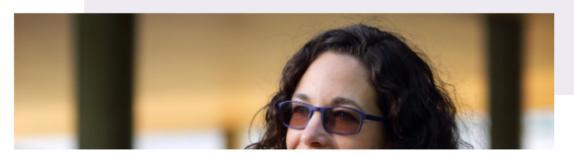
Fall 2017 - #metoo



#metooUT

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





"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



VROUWELIJKE HOOGLERAREN

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

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 V inkenburg	'Sex-based harassment in the Academy: signals and strategies'
14.00u	Plenary workshop 'The active bystander training' by Scott Solder	

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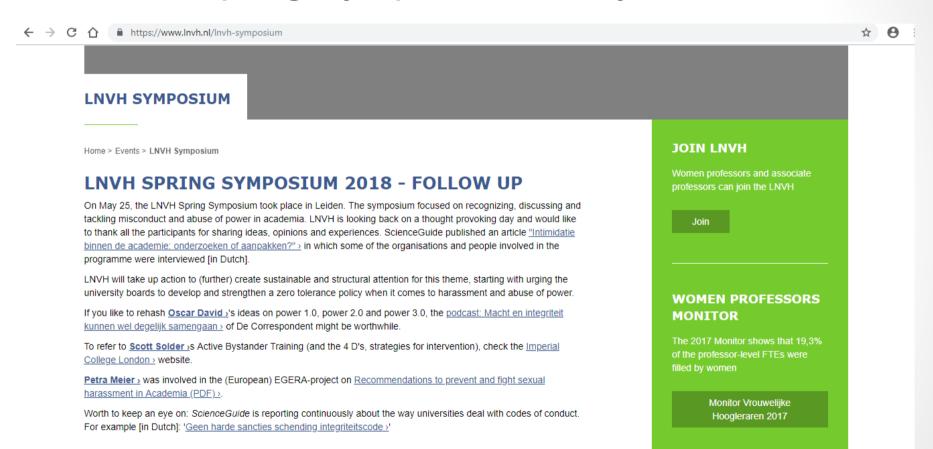
16.00u Panel discussion – Storytelling

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

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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

deVolkskrant

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 #MeToodiscussie? 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

