

Sexual Harassment: #TimesUp!

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- I. *Alexander v. Yale* - Sexual Harassment in 1977
- II. Sexual Harassment Today
- III. Microsolutions - What can institutions do to help combat sexual misconduct?
- IV. Cultural Change - True gender equality as a necessary precondition for stopping sexual harassment

Alexander v. Yale

Yale feminism





Humor as Feminist Action: The Case of the Yale Swim Team

1973: “Date rape”

The case of Dr. Calvin Hirsch,
currently a geriatrician at
University of California, Davis

The *New York Times*, August 22, 1977

Yale Faculty Members Charged With Sexual Harassment in Suit

By **DIANE HENRY**

Special to The New York Times

NEW HAVEN, Aug. 18—A court battle over whether Yale University faculty members have sexually harassed their students is scheduled to commence soon as thousands return here for a new academic year and for soul searching about the issues in the controversy.

Four women students, two of whom were graduated last spring, and a male assistant professor have filed a class-

matters are handled the way they should be handled—discreetly, quietly.”

The suit wants Yale to set up a grievance committee, to dispose of these problems. Yale administrators say this would be redundant.

“We’re probably the only university in the world that has a special harassment procedure written into the rule books,” said one official. “In 1969 it was written specifically at the request of black students, but anybody can use it. What are we supposed to do,

professors. Meanwhile, a young male student said, “I don’t understand why we’re only talking about women. The same thing happens with men and their female professors.”

One university official who claims to be in touch with large numbers of faculty members and administrators said, “There is a strong argument that if women students aren’t smart enough to know how to outwit some obnoxious professor, they shouldn’t be here in the first place.”

Where are we today?

50%

**of Britain's women have been
harassed at work or in a place of
study¹**

1. "Half of women' sexually harassed at work, says BBC survey," *BBC News*, October 25, 2017, <https://www.bbc.co.uk/news/uk-41741615>.

2 in 3

**young British girls have been sexually
harassed in public²**

2. Hayden Smith, “Two thirds of young girls have been sexually harassed in public, surveys shows,” *Independent*, September 5, 2018, <https://www.independent.co.uk/news/uk/home-news/two-thirds-teenage-girls-sexually-harassed-a8523181.html>.

1 in 3

women worldwide have experienced
either physical and/or sexual violence³

3. "Violence against women," World Health Organization, November 29, 2017, <http://www.who.int/news-room/fact-sheets/detail/violence-against-women>.

University of Rochester case



**DR. FLORIAN
JAEGER**



PROFESSOR ACCUSED

UNIV. OF ROCHESTER SCRUTINIZED OVER HANDLING OF SEXUAL HARASSMENT ALLEGATIONS

The *New York Times*, May 24, 2018

*Harvey Weinstein Will Be Arrested
and Charged With Rape, Officials Say*



120+
accusers
and
counting...

As part of a bail package negotiated in advance, Harvey Weinstein will put up \$1 million in cash and wear a monitoring device. Carlo Allegri/Reuters



AAAS

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Harassment has no place in science. That's why we're working on a revocation policy for elected @AAAS Fellows, currently under consideration by the AAAS Council.

#MeTooScience

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21

250

671

American Association for the Advancement of Science (AAAS) Revocation Process, in effect October 15, 2018

AAAS will, in its sole discretion, consider revoking Fellow status in cases of proven scientific misconduct, serious breaches of professional ethics, or when the Fellow in the view of AAAS otherwise no longer merits the status of Fellow.

University removes history professor Gabriel Piterberg from employment

BY RUPAN BHARANIDARAN

Posted: March 12, 2018 2:10 pm

CAMPUS, NEWS

UCLA case



Gabriel Piterberg, a university professor accused of sexual assault, will no longer be teaching at UCLA, the administration announced Monday. (Daily Bruin file photo)

Jaeger and Piterberg are two examples of thousands.

Alexander v. Yale was filed in 1977. We are still facing the same problems today. But we are speaking out more.

Barriers to change

Barriers to change

1. **Embarrassment**, a desire to cover things up
2. **Confusing statistics**
3. Perpetrators are often **compelling personalities**
4. **Lack of understanding** of how perilous it is for young academics to complain

Barriers to change, cont.

5. “**Plea bargain**” solutions to get perps to go away with money, thus sending the problem to other institutions
6. **Whisper networks** do not survive from one year to the next – **students graduate**
7. Harassers and rapists can move from one university to the next, as **universities are not required to report harassment decisions**
8. Legal counsel often on the side of institutions, **not victims**

Barriers to change, cont.

9. “Brock Turner effect” and “himpathy”



How does this serial harasser stay president?

Barriers to change, cont.

10. The academy is by nature **conservative**

11. New industry – Debevoise, Mary Jo White – **Universities pay experts to absolve them from blame**

Microsolutions

Microsolutions

1. Uniform model code
2. Multiple reporting channels
3. The problem of anonymity
4. Online reporting services
5. Hearing panels empowered to take evidence
6. Reporting disciplinary decisions to a centralized body

Microsolutions, cont.

7. **Suing institutions**

8. **No settlements without the aggrieved person being made a party**

9. **Prohibit the use of confidentiality**

10. **Gender-balanced governing bodies**

11. **Diffuse hierarchies so that power is fairly distributed and higher-ups do not have full control**

Microsolutions, cont.

12. Annual/regular training sessions

13. Mandatory external audits

14. Annual/regular reports

Microsolutions, cont.

15. \$ Financial sanctions \$

Microsolutions, cont.

16. Incentives for change

**17. Ban on mandatory
arbitration clauses**

Microsolutions, cont.

**18. Ban on sexual contact
between students and
staff/faculty, employees and
superiors**

Microsolutions, cont.

19. The Great Man Theory of Pardon: NO MORE

Cultural change

**Justice is absent if half
the population faces
systematic barriers to
equal treatment.**

“We've begun to raise daughters
more like sons... but few have
the courage to raise our sons
more like our daughters.”

– Gloria Steinem

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