

BEST PRACTICES FOR PREVENTING AND ADDRESSING SEXUAL HARASSMENT IN PROFESSIONAL ACADEMIC PHILOSOPHICAL SETTINGS

1. Post and distribute information regarding sexual harassment (SH) policies on your campus, including information about the relevant offices and people to contact in order to report, or confidentially discuss, a possible case of SH. The APA has two fliers that philosophy departments are encouraged to use for this purpose. One contains information about the APA's ombudsperson concerning discrimination and sexual harassment, and the other is a template poster which departments can fill in with information about the policies and resources on their campus. See here:

2. Distribute information about the APA's ombudsperson concerning discrimination and sexual harassment. The ombudsperson can provide informal advice and assistance in navigating institutional processes and procedures. Display the posters mentioned above and share this link:

<http://www.apaonline.org/page/ombuds>

3. Require that all faculty and graduate student teaching assistants participate in SH training workshops on your campus. If none exists, the department should conduct workshops each academic year. These workshops should include training on bystander responsibilities as well as relevant university policies and employment laws.

4. Take leadership in regard to preventing SH and addressing complaints—especially department chairs. Leadership includes sharing relevant and updated policies and resources with colleagues, and inviting outside speakers and other experts to lead discussion with your faculty and students about SH. One resource department chairs should discuss with colleagues is the APA Committee on the Status of Women's Site Visit Program, which can help departments assess and improve their climate for women and members of other underrepresented groups: <http://www.apaonlinecsw.org/home/site-visit-program>

5. Consider designating a faculty member and/or student who can collect and provide information to department members on SH (and other illegal discrimination), and who can serve as a resource and sounding board for individuals who have concerns related to SH. Such resource people can provide help in situations when an individual does not want to speak with a department chair or other university official. They can also provide advice to department chairs, and graduate and undergraduate directors, in regard to practices and problems regarding SH. Departments should ensure that members elected to serve as SH resource coordinators have participated in all relevant professional development workshops and disclose whether communications with them are subject to mandated reporting.

For more information see the APA Committee on the Status of Women's page on SH:

<http://www.apaonlinecsw.org/sexual-harassment>