

# SAFETY



# IS PART OF SCIENCE

**Respect is part of research!**

# Today's agenda

- Departmental aspirations and harmful behaviors
- Prohibited behaviors
- Responding to difficult situations
- Laws, policies & resources

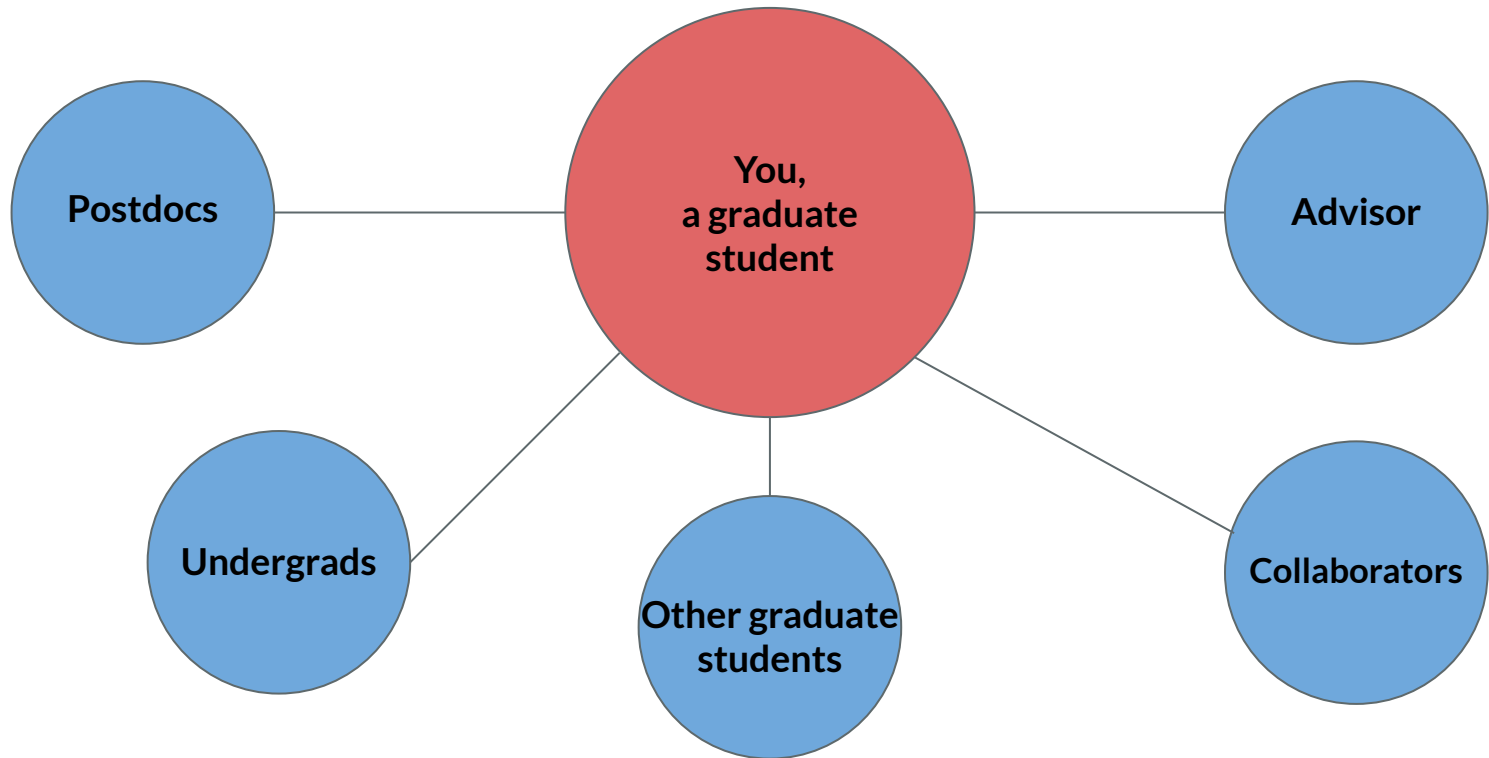
~~ Snack break ~~

- Small-group discussion of real scenarios

# **Our goal for our department:**

**Create a respectful, positive working environment  
where everyone can do their best science.**

# You set the tone in this department.



# Be proactive! (not just reactionary)

- Be actively inclusive
- Collaborate
- Be open to new ideas
- Share responsibility for communal tasks
- Respect boundaries
- Be helpful (without being condescending)
  
- Treat people like people. People have feelings

# Who is in the room?

- Survivors of sexual harassment or violence
- Friends and family of survivors
- People who identify as gay, straight, lesbian, bisexual, transgender, queer, questioning, or don't use these labels
- Various cultural, religious, & socio-economic backgrounds
- People with different familiarity with these topics

**Everyone will have different takeaways from this workshop**

# **Harmful Behaviors**



# Harmful behavior: microaggressions

## Microaggressions

“Brief and commonplace daily verbal, behavioural, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative prejudicial slights and insults toward any group.”

- Wikipedia

## Examples:

- Where are you *really* from?
- Failing to learn correct pronunciation of names.
- Not using someone's preferred gender pronouns.

# Other harmful behaviors

- Making assumptions about someone's scientific competency based on how they look
  - Notice your biases and check yourself
  - Important in any context including working on problem sets, teaching, in the lab, socializing
- Anything else that makes people feel uncomfortable or unwelcome.

# **Prohibited Behaviors**

# Statistics

- In the U.S., 1/3 women and 1/6 men experience some form of contact sexual violence in their lifetime (*Smith+17, NISVS*)
- Nearly **two thirds of college students** experience sexual harassment (*Hill+2005; NSVRC*)
- 17.5% of UC Berkeley grad students have experienced sexual harassment **while at Berkeley** (*MyVoice survey*)
- 18% of women of color and 12% of white women reported **skipping professional events** because they felt unsafe. (*Clancy+17, astronomy & planetary science*)
- 36% of LGBT physicists **considered leaving their workplace** or school because of exclusionary behavior. (*survey by the American Physical Society*)

# Official SVSH training

- We will now discuss behaviors that are prohibited by UC Policy.
- All incoming graduate students are required to do an in-person Sexual Violence and Sexual Harassment (SVSH) training.
- This workshop fulfills that requirement.

# Types of prohibited behaviors

- **Sexual Harassment**
  - Quid pro quo
  - Hostile environment
- **Stalking**
- **Relationship violence**
- **Retaliation**
- **Sexual assault**

# Sexual harassment

- Unwelcome sexual advances or contact
  - For example: requests for sexual favors
- Can be verbal, nonverbal or physical
  - For example: derogatory gestures, sexually suggestive looks, or excess physical contact
- Has negative impacts on the parties involved, as well as on workplace morale and productivity.

# Quid pro quo

- Making a term of employment conditioned on submission to unwelcome sexual advances.
- Can be an offer or a threat
- For example: *a professor says they will only hire you if you agree to have a sexual relationship with them.*



# Hostile environment

- An environment that is hostile or uncomfortable in a sexual way
  - For example: inappropriate sexual conversations or images in the workplace
- Mistreatment of a person because of their sexual orientation, gender, gender identity, pregnancy, or other gender-related condition
  - For example: derogatory language based on gender
  - (covered by non-discrimination policies)

# Stalking

- Repeated behavior of a sexual/romantic nature directed at a specific person
  - Places that person in reasonable fear of their own or others' safety
- OR**
- Causes substantial emotional distress

# Relationship violence

- Abuse by a person who is or has been in an intimate or romantic relationship with the victim.
- This includes physical violence or behavior that creates a reasonable fear of physical violence.
- Also referred to as dating violence or domestic violence

# Sexual assault

- Physical sexual acts perpetrated against a person's will
- Physical sexual acts committed without **consent**.

# Consent

- **Affirmative:** Consent is clear and explicit.
  - Cannot be inferred from silence or lack of resistance
- **Conscious and Informed:** Cannot be given by minors or anyone whose judgment/understanding is impaired/incapacitated by:
  - being under the influence of drugs or alcohol
  - having cognitive or developmental disabilities
  - being asleep or unconscious
- **Voluntary:**
  - Shouldn't involve coercion, force, threats, or intimidation
- **Revocable:** Can be revoked at any time during sexual activity.
  - A current or previous relationship does not constitute consent

# Consent, in short:

**Yes means yes!**

# Consensual relationships

Members of the campus community should not enter into a consensual relationship with someone over whom they have supervisory, decision-making, oversight, evaluative, or advisory responsibility.

# Retaliation

- Threatening, intimidating, and/or otherwise taking negative actions against someone's employment or education because they have reported an incident or are cooperating with an investigation.
  - For example: *a grad student reports to the university that his faculty advisor repeatedly makes sexual comments to him. The advisor learns of the report and refuse to write recommendation letters for him.*



# Degrees of Offense

- Sexual harassment unreasonably interferes with a person's work or education
- The more subtle the behavior, the more often it must be repeated to be harassment
  - For example: off-color jokes
- The more severe the behavior, the less often it must be repeated to be harassment
  - For example: assault

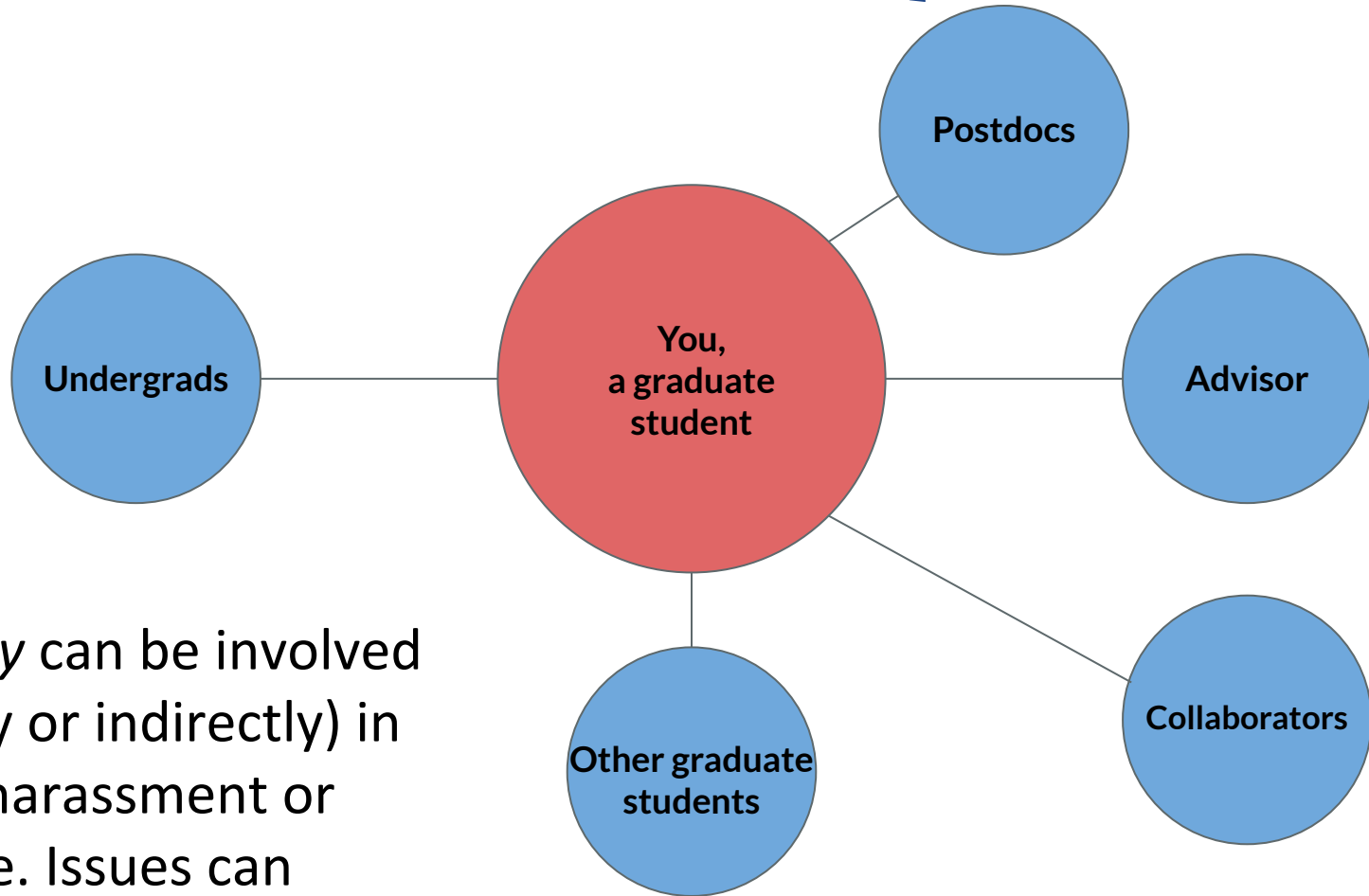
# Degrees of Offense

**Just because a behavior does not rise to the level of sexual harassment does not make it okay.**

It is important to address low-level unwelcome behavior before it rises to the level of harassment.

# **Responding to Difficult Situations**

# Graduate students' unique role



*Anybody* can be involved (directly or indirectly) in sexual harassment or violence. Issues can happen in any direction along a power imbalance.

# Bystander Intervention

- You are a **bystander** if you observe a situation that doesn't feel right
- **Assess** the situation: what is happening? is it potentially harmful?
- **Intervene** if necessary and safe. This may include:
  - Interrupting something that is happening in the moment
  - Alerting someone about a situation
  - Talking to the people involved, during *or* after the fact

The appropriate action depends on the specific situation.

# Bystander Intervention

- It can be hard to know how to respond in the moment. CARE:
  - **C**onfront the situation
  - **A**lert others
  - **R**edirect attention
  - **E**ngage peers
- Finally, set up the right environment for moving forward
  - Follow up as appropriate

# Supporting a friend or acquaintance

- First and foremost: **believe them**
- Reassure your friend that it wasn't their fault; challenge statements of self-blame
- What to do is the survivor's choice
  - Don't pressure or force them to do something, even if you think it's the right thing
  - Empower them to make their own decision: offer *options*, not opinions
- Provide information and resources
- Ask them what they need
- Don't promise a particular outcome
- Take care of yourself

# Intent vs. Impact

- Good people can engage in problematic behavior
- Intent is not relevant in determining whether or not a behavior is sexual harassment
- Regardless of the intent, the behavior will be judged on its impact



# Intent vs. Impact: this means you.

- Good people can engage in problematic behavior
- Someone might tell you that *you* did something harmful
- How to respond:
  - Don't be defensive. Acknowledge that you did or said something hurtful.
  - Apologize. Keep the focus on your own actions: “I’m sorry for what I said, it was insensitive and hurtful” *not* “I’m sorry that you were upset at what I said”
  - Understand that apologizing is not about you.
  - Learn from what happened. What can you do to avoid causing harm in the future?

# Available Resources

There are resources you can consult, no matter what your role in a situation

We will discuss these in detail later

# **Laws, Policies, & Resources**

**Sexual harassment is not wrong  
because it is illegal;  
it is illegal because it is wrong.**

# Official Policies

- **UC Policy**
  - Everyone at UC has the right to a safe learning and working environment. UC does not tolerate sexual violence, sexual assault, sexual harassment, dating/domestic violence or stalking.
  - The University will respond promptly and effectively to reports of sexual harassment and will take appropriate action to prevent, correct or if necessary, discipline any individual or deal with any action that violates our policy.
- **UC Berkeley Statement**
  - The Berkeley campus is committed to promoting and supporting a community in which everyone can work and learn together in an atmosphere free of all forms of harassment, exploitation, or intimidation, including sexual harassment.

# Title IX

- **Title IX** prohibits discrimination on the basis of sex under any federally funded education program, including sexual harassment and sexual violence.
- It requires schools to take steps to prevent sexual violence and sexual harassment, and promptly and effectively respond to reports of sexual violence and sexual harassment.
- The **Office for the Prevention of Harassment & Discrimination (OPHD)** is the office responsible for enforcing Title IX at Berkeley.

# Your Rights Under Title IX

You have the right to:

- File a Title IX report of harassment and sexual violence in educational programs or activities to Office for Civil Rights under the Dept. of Education.
- Adequate, reliable, and impartial investigations from trauma-informed, trained investigators.

Both complainants and respondents in a Title IX complaint have the right to:

- Interim measures such as **academic accommodations**
- An **advocate or support person** of their choice
- Present evidence, receive notifications, and appeal the outcome

# Title VI

Prohibits discrimination based on race, color or national origin at any program or activity receiving federal financial assistance.



# Responsible Employees

- Responsible Employees **must** report any information they receive regarding a student (undergrad or grad) who has experienced sexual violence or sexual harassment.
- You are a responsible employee *if* you learn of an incident **in your role** as a GSI or GSR.
- Reports must be made to the **Office for the Prevention of Harassment & Discrimination (OPHD)**.
- If you feel that someone may confide in you an incident of sexual harassment and/or violence while you are working, you should inform them that you are a responsible employee before they proceed.

# Reporting if you are the subject of sexual harassment or violence

- If you'd like to file a Title IX complaint:
  - Contact the **Office for the Prevention of Harassment & Discrimination (OPHD)**
  - You can also file a Title IX complaint through the DOE Office of Civil Rights
- You can also report to law enforcement:
  - UC Berkeley Police Department
  - Berkeley Police Department
- If you are a GSI, reader, or tutor, you can also file a **union grievance**

# Reporting to OPHD vs. the police (BPD/UCPD)

- Title IX (OPHD) reports can result in academic sanctions, including expulsion
- Police reports can result in criminal charges

You can report to one, both, or neither of these institutions

# Resources & reporting options

The safest place to start is the **PATH to Care Center**  
**510-643-2005, [care.berkeley.edu](https://care.berkeley.edu)**

**Confidential resources** (will not result in a report to the Title IX Office):

- PATH to Care Center
- UHS Social Services
- Campus Ombudsperson
- Family Violence Law Center
- Bay Area Women Against Rape
- [survivorsupport.berkeley.edu](https://survivorsupport.berkeley.edu)

**On-the-record resources** (may result in a report to the Title IX Office):

- OPHD, the Title IX Compliance Office
- Liaison to Campus Climate Office: Kristin Persson
- Department staff: Brian Underwood, Cara Lyn Giovanniello, and others
- Gender Equity Resource Center
- UCPD or BPD

# Additional Resources: Night Safety

[nightsafety.berkeley.edu](https://nightsafety.berkeley.edu)

- BearWALK: walking escort provided by UCPD (dusk - 3am; request online or by phone)
- Door-to-door service: vehicle transport (3am - 5:30am; request online or by phone)
- Night Safety Shuttle: vehicle transport via fixed routes (7:30pm - 3am; no request necessary)

# **Our goal for our department:**

**Create a respectful, positive working environment where everyone can do their best science.**

# Small Groups

# Respectful discussion guidelines

- Confidentiality and respect
- Lean into discomfort
- Right to pass
- Observation can be participation
- Assume best intentions

Keep in mind that you're not an investigator; you're a member of a community. Your priority isn't to determine whether these situations are sexual harassment/violence. **Think about what people in the situation are feeling and how you and others might respond.**



# Groups