

Year 3 Public Description of Work for Action Collaborative on Preventing Sexual Harassment in Higher Education

Harvard University

Office for Gender Equity: eLearning Courses

Relevant Rubric Areas:

Prevention:

- Anti-Sexual Harassment Education
- Bystander Intervention Programs
- Identifying and Reinforcing Community Values

Description of Work:

The Office for Gender Equity oversees the development and implementation of a sexual harassment prevention and education for staff, faculty, and post-doctoral fellows, including through an eLearning course, required for all benefits-eligible Harvard staff, faculty, and post-doctoral fellows on a bi-annual basis and as part of the onboarding process upon hire. In 2021, the course underwent significant revision, based on feedback from the Harvard community, evidence-based approaches yielded in NASEM's 2018 consensus study report and recommendations, and data gathered from the 2019 Harvard University Inclusion and Belonging Pulse Survey ("The Pulse Survey"). The Pulse Survey invited the Harvard community to share perceptions about inclusion and belonging at Harvard. Results from this survey informed priorities around course content and the shift in focus to University values and the role of community climate in preventing and responding to sexual harassment and other sexual misconduct.

The new course, *Preventing and Responding to Sexual Harassment and Other Sexual Misconduct*, centers University values, resources, and the role each member of the Harvard community plays in creating an inclusive learning and working environment. While University policies and procedures are still described throughout components of the course, the overarching goal of the course is to increase self-efficacy and motivation to take responsibility for the culture and climate at Harvard University.

Additionally, the 2021 eLearning course features a new component: True-to-life case scenarios that outline community concerns and corresponding resources. The case scenarios introduce bystander intervention skills and emphasize supportive resources at Harvard through a suite of videos featuring Harvard faculty and staff, who described how they might respond to witnessing potential incidents of sexual harassment or other sexual misconduct. Subject matter for the scenarios were largely driven by data gathered via the Pulse Survey.

Course Learning Outcomes:

As a result of participating in the eLearning course, learners will be able to:

1. Identify University values

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2. Recognize the roles community members play in creating a climate of gender equity
3. Refer to supportive University resources
4. Describe the University's policies addressing sexual harassment and other sexual misconduct

This eLearning course is one component of evaluation and assessment efforts around preventing sexual harassment and other sexual misconduct. At the beginning of the eLearning course, faculty and staff were invited to complete an optional anonymous pre-survey tied to bystander intervention as a sexual and gender-based harassment prevention framework. The aim of this survey is to inform future practice in prevention work, including assessing the effectiveness of related curricula targeting bystander intervention. Results are pending.

2021 Course User Feedback:

“I liked it because they touched on situations that happen in real life, and they guide us to be more active to intervene and prevent uncomfortable situations.”

“I really liked the messages from our colleagues about how they would offer support and resources. I think hearing from key figures empowers me to feel more confident to support students and colleagues. This course is very well structured, and the inclusion of interviews with key figures was very powerful.”

“I liked the videos from fellow employees. Online courses are always a tough medium, but this one was about as engaging as I could've hoped for.”

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