

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

Vanderbilt University Medical Center

**Update on The SHARE (Sexual Harassment:
Awareness, Response, and Education) Center**

This Action Applies to Rubric Items: Identifying and Reinforcing Community Values; Addressing Gender Harassment and Other Bad Behaviors; and other efforts to remediate the harm of sexual harassment and/or support those that experience sexual harassment

Review of SHARE Center Development from Year 1:

As described in [the Year 1 Description of Work](#), in January 2020, Vanderbilt University Medical Center launched The *SHARE* (Sexual Harassment: Awareness, Response, and Education) Center, a new program within Faculty and Staff Health and Wellness. *SHARE*'s mission is to address workplace sexual harassment at VUMC through support, education, and training. *SHARE* offers confidential counseling and consultation to all VUMC faculty, staff, postdoctoral fellows, and Allied Health students who have been impacted by workplace sexual harassment. *SHARE* remains a new program for VUMC and, to our knowledge, the only program of its kind in an academic medical center in the world. Program development decisions and activities continue on an ongoing basis in the format of bi-weekly *SHARE* Staff Committee meetings attended by the *SHARE* Medical Director, the Executive Director of Occupational Health and Wellness at VUMC, the Work/Life Connections Assistant Manager and the Work/Life Connections Manager. The meetings are facilitated by the *SHARE* Center Coordinator. *SHARE* is one of a handful of internal, stand-alone programs in higher education (including Vanderbilt University's Project Safe) that specializes in providing support for individuals who have experienced sexual harassment and/or assault.

SHARE remains in consultation with colleagues within and outside of VUMC to determine the best methods for evaluating outcomes of interest. Initial plans include collecting and/or reviewing data on factors such as rates of reporting harassment to HR, retention and utilization of knowledge and skills gained from attending educational offerings, and knowledge of available resources. We also hope to develop tools for measuring more abstract outcomes, which may include perceptions of organizational climate and self-efficacy with regard to intervening when harassment occurs. These goals were previously identified as Year 2 activities but due to the worldwide pandemic, some progression toward these goals was delayed.

Highlights of Work during Year II:

During 2020, much of the momentum for implementation of new activities from the new *SHARE* Center at VUMC was restricted due to the need for the Medical Center to pivot and orient with all available resources to address the growing needs of the patients treated by and hospitalized at VUMC, secondary to the deadly global pandemic caused by SARS-CoV-2.

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Despite the pandemic's far-reaching impact, SHARE was able to maintain and continue work toward implementation of all SHARE services. Implementation of *SHARE's* individual counseling services and educational programming were able to continue despite the pandemic. This included undergoing transition, restarting its educational outreach and initiating new outreach and training efforts in the first several months of 2021.

In January of 2021, the search for a new SHARE Center program coordinator began with the resignation of Lauren Datillo, Ph.D., HSP. Dr. Datillo had done an excellent job of guiding the concept of the SHARE Center into a functioning program within VUMC and setting a stage for continued implementation and growth. Heather Kamper, LCSW began duties as the SHARE Center coordinator on March 15, 2021. Ms. Kamper brings significant experience working with survivors of sexual violence (including sexual harassment), community-based program development and an unrestricted license as a Clinical Social Worker in the state of Tennessee. The SHARE Center was pleased to provide a four-minute video and learning segment educational component for the award-winning Health Plus *Go For the Gold* Program. This program helps employees identify health risks while taking action to reduce those risks. In a typical year, over 18,000 faculty and staff complete this program.

Of particular note, year two activities included some unique opportunities for SHARE to influence the culture of the Medical Center as well. On two separate occasions, SHARE staff were approached for assistance in developing resources for individuals who had allegations of sexual harassment made against them. SHARE staff were able to identify resources from West Virginia Foundation for Rape Information and Services and Marshall University that focus on building healthy relationships and avoiding harassing behaviors and language. It may be possible to build on these resources as the project continues.

Another important request came from a person who experienced sexual harassment. Through collaboration and coordination, the SHARE Center was able to offer individual therapy services while the Assistant Manager of Work/Life Connections EAP offered an in-person, group Stress Debriefing and Psychoeducational session.

Year III Goal Directed Activities: SEXUAL HARASSMENT: *Awareness Response* and *Education* Center

Within the next project year, the SHARE Center will be continuing with and building on a range of outreach activities to drastically expand SHARE's footprint at the Medical Center, Regional Hospitals and other outpatient, treatment and walk-in clinics throughout the Middle Tennessee area through the core goals of increasing AWARENESS, ensuring effective RESPONSE and providing comprehensive EDUCATION on the dynamics of sexual harassment in the workplace.

Awareness:

1. The *SHARE Center's* new blog 'SHARE SAVVY' will be published on the website for the first time in August of 2021. This blog will include entries addressing aspects of sexual

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harassment and equitable working environments and offered as a resource and as a preventative tool to protect potential targets and decrease/reduce sexual harassment both directly and indirectly.

2. Implementation of a *SHARE Center Screen Saver* across the VUMC Enterprise including Clinical Workstations at all locations including regional hospitals, walk-in clinics and treatment facilities that will include contact information for the SHARE Center and a QR Code to scan and navigate around the SHARE Center website once the employee is in a safe place
3. Increasing access to SHARE by making modifications to currently structured pages will help support individuals to reach out via secure email and telephone. These changes will be underway over the next several weeks.
4. Continue with the SHARE Center's presence on Social Media including Instagram, Twitter with minimum of weekly postings through @wellvanderbilt

Response:

1. We continue to prepare and plan to convene a diverse advisory board of relevant stakeholders to ensure that voices from across VUMC continue to be represented within *SHARE* and that our work is aligned with the current needs of the Medical Center.
2. Work collaboratively with other NASEM representatives at VUMC to address the sexual harassment more effectively at VUMC
3. The next steps for *SHARE* include continuing to offer individual support and counseling, expanding our menu of programming in terms of both content and reach, and more fully developing our evaluation and quality improvement procedures.

Education:

1. Working collaboratively with the nine Employee Resource Groups (ERGs) at VUMC, the SHARE Center will provide outreach presentations to ERG leadership and then to individual ERG membership in a formal training addressing sexual harassment in marginalized communities
2. Continue offering four trainings to all staff of the Medical Center to increase awareness of the SHARE Center, to educate staff on the unique dynamics involved in sexual harassment in the workplace, to engage staff to intervene by being effective bystanders and increasing understanding into the contributing factors that lead to sexual harassment in the workplace

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3. Modify current trainings to ensure that survivor voices are core to the trainings and the survivor experience is not forgotten while being mindful of the potential for triggering content to at-risk participants

Website for further information (if applicable): <https://www.vumc.org/health-wellness/share-center>

Point of Contact Name: Heather Kamper, LCSW

Email Address for Point of Contact: heather.a.kamper@vumc.org