

2023 Public Description of Work for Action Collaborative on Preventing Sexual Harassment in Higher Education

Association of American Universities (AAU)

AAU Contributions to the Development of the Ethical Transparency Tool

Relevant Rubric Area(s):

1. Response: Improving Policies
2. Response: Increased Transparency About the Handling of Reports of Sexual Harassment

Description of Work:

Since 2019, AAU has actively participated in and helped form the [Societies Consortium's](#) Advisory ETT Working Group, along with five research universities and four societies. AAU, since the formation of the working group, has advised and provided guidance to the Consortium and EducationCounsel on ETT's programmatic processes and has contributed to the recruitment of organizations for the upcoming pilot program. AAU continues to collaborate with EducationCounsel to promote this tool and its benefits to entities and institutions within AAU member universities and beyond.

AAU has been an active contributor to the Societies Consortium on Sexual Harassment in STEM's creation of a behavior transparency instrument - the [Ethical Transparency Tool \(ETT\)](#). ETT supports and adheres to AAU's harassment prevention principles and the recommendations of [NASEM's June 2018 report on sexual harassment of women in academic science, engineering, and medicine](#), by assisting in the establishment of a standard of openness on findings of misconduct against a person across the higher-education and research ecosystem of societies, institutions of higher education, and other research organizations. ETT is designed to foster and make progress in cultivating a climate and culture of transparency and inclusivity through usage in award recognition, tenure reviews, and organizational hiring practices. It creates a method to access findings of sexual, gender, and racial misconduct during those processes, while acknowledging that the existence of a finding does not mean that a person cannot change or correct their conduct. ETT treats all individuals ethically and their information with sensitivity. It automates requests for disclosures and consent and does not create or maintain a punitive list of conduct findings and records. If an entity has made a finding, disclosures are sent directly to the ETT registered entity requesting the disclosure. ETT never receives disclosure documentation nor creates a repository. This practice minimizes risks and eases the burden of sharing findings among entities. ETT is currently preparing for a pilot in 2023; interested institutions and groups can learn more and join [here](#).

Website for further information (if applicable): <https://www.aau.edu/>

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