

The University of Arizona Commitment Statement to Join the Action Collaborative Partner Network

The University of Arizona (UArizona) is committed to and will actively participate in the Action Collaborative Partner Network. We commit to sharing information about our institutions efforts and innovations in preventing and addressing sexual harassment. We will use, adapt, implement and share the resources and best practices identified by the Action Collaborative. Organizational commitments to date include creating a Faculty Fellow for the Prevention of Sexual Harassment who will serve in the Office of the Provost and who will receive a stipend. This individual will serve as liaison and coordinate efforts on campus by organizing regular meetings with multiple offices dedicated to prevention of sexual harassment, including the Office of Institutional Equity (which houses Title IX), Human Resources, Faculty Affairs and the Consortium against Gender Violence. We currently have mandatory training on sexual harassment for all employees.

[The National Academies report on Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine \(2018\)](#) found that between 20 and 50 percent of women students and more than 50 percent of women faculty and staff experienced sexually harassing behavior while in academia. Research demonstrates that sexual harassment undermines the professional and educational attainment and mental and physical health and well-being of people of all genders. It also shows that these consequences are not limited to those experiencing it directly, but that bystanders – people of all genders - who experience ambient harassment in their work or education environment are also affected and this in turn affects organizations as employees disengage, withdraw, and leave their work so as not to become the next target. The [Sexual Harassment of Women](#) report concludes that system-wide changes to the culture and climate in higher education are needed and provides a roadmap for higher education to make these changes.

The University of Arizona has established itself as a preeminent research institution and economic engine for our state, with a strong commitment to the intellectual and personal growth of our students. At the University of Arizona, students develop skills that are crucial to succeed in today's global marketplace. We provide accessible, engaging environments that expand human potential, explore new horizons and enrich life for all. As a result, we approach some of society's most complex problems without hesitation, enriched by many perspectives, and challenge the status quo to achieve excellence in our teaching, research, and service. To further these efforts, the University of Arizona is committed to actively create and foster a diverse, inclusive, and respectful environment in which all forms of discrimination and harassment, including sexual harassment, are prohibited.

The University of Arizona has long demonstrated its commitment to building a safe and inclusive culture and is pleased to advance our ongoing efforts to prevent and effectively respond to sexual harassment through the Partner Network. Together, with the other institutional members, we aim to achieve targeted, collective action toward evidence-based policies and practices at the individual and systems levels for addressing and preventing all forms of sexual harassment and promoting a culture of civility and respect. We will continue to work towards the larger goals of (1) raising awareness about sexual harassment and how it occurs, the consequences of sexual harassment, and the organizational characteristics and recommended approaches that can prevent it (2) sharing and elevating evidence-based institutional policies and strategies to reduce and prevent sexual harassment.

Sincerely,



Andrea J Romero
Vice Provost for Faculty Affairs

