

# UCSF

## Posters

### Title

Sexual harassment at University of California Libraries: Understanding the experiences of library staff members

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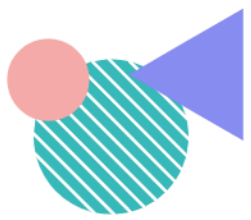
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# Sexual harassment at University of California Libraries: Understanding the experiences of library staff members

A research study conducted to understand how sexual harassment is experienced by non-student employees who work in UC Libraries



## Objectives





- Measure sexual harassment experiences quantitatively & qualitatively
- Measure opinions regarding institutional support around sexual harassment
- Determine policy & training recommendations based on this data

## Methods


We developed an anonymous online survey using feedback from an advisory team, campus advocates, & use of existing scales.

579 (36%) of 1610 non-student employees of UC Libraries responded across the 10 campuses.

## Snapshot of Results

-  **54%** of UC Library employees that took the survey have experienced and/or observed sexual harassment
-  **63%** of respondents who had experienced and/or observed harassment were women
-  **31%** of exhibitors of sexual harassment behaviors were UC Library staff, followed by members of the public (22%)
-  **74%** of people did not report or disclose their sexual harassment experiences

### Why did so few people report/disclose?

-  **41%** Thought it was not egregious enough
- 17%** Thought they wouldn't be taken seriously
- 11%** Feared retaliation



See more results!  
[bit.ly/UCshstudy](https://bit.ly/UCshstudy)

## Recommendations

- More training (in-person, bystander, role-play)
- Workplace culture change
- Consequences for harassers
- Clear policies & support from leadership

## Sharing results

- [Study website](#)
- UC campus visits & presentations
- [Publication](#) (forthcoming, College & Research Libraries)

— “ —  
Previous reports by other people resulted in punishment of the victim.  
— ” —

— “ —  
The person worked here for a very long time and behavior was known and ignored.  
— ” —

— “ —  
I have felt coerced into giving hugs initiated by a superior.  
— ” —