UCSF
Presentations

Title

Sexual harassment in the library: understanding experiences and taking action

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#K765

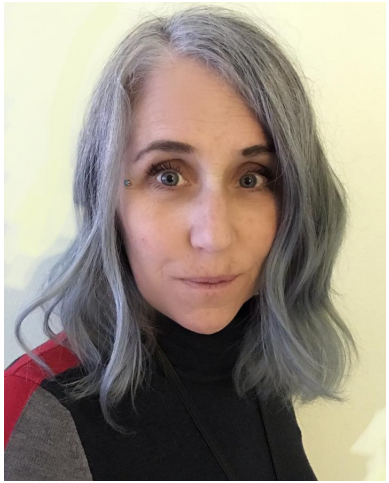
ask anonymously!

Sexual harassment in the library

Jill Barr-Walker, Denise Caramagno, Iesha Nevels, Dylan Romero, Peggy Tahir
University of California, San Francisco

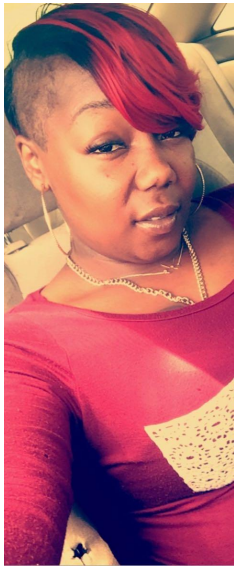
Thank you

Sophia Conover



Denise Caramagno, CARE

Peggy Tahir



Iesha Nevels

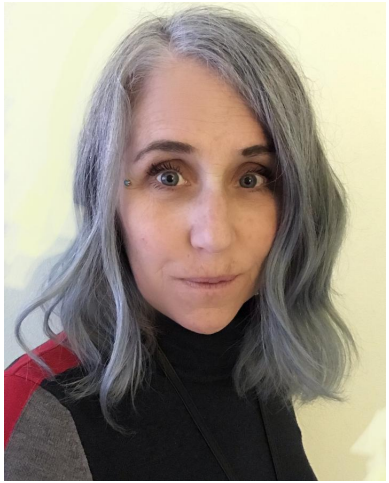
Kelsi Evans

Dylan Romero

Thank you

Sophia Conover

Chris Shaffer



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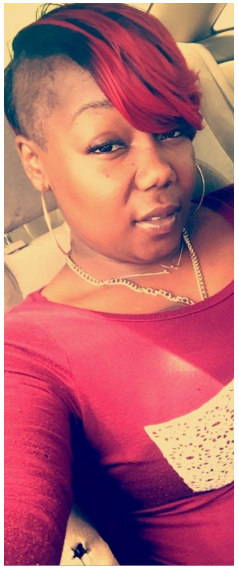


Iesha Nevels

Kelsi Evans

Stephen Kiyoi

Dylan Romero

Take care

?

Yes.

Yes.

81% of women

1. Stop Street Harassment. 2018. The facts behind the #metoo movement: a national study on sexual harassment and assault.

Yes.

81% of women

50% of women faculty, 20-50% of women students

1. Stop Street Harassment. 2018. The facts behind the #metoo movement: a national study on sexual harassment and assault.

2. National Academies of Sciences, Engineering & Medicine. 2018. Sexual harassment of women: climate culture & consequences in academic sciences, engineering & medicine.

Yes.

81% of women

50% of women faculty, 20-50% of women students

77.4% of academic librarians

1. Stop Street Harassment. 2018. The facts behind the #metoo movement: a national study on sexual harassment and assault.

2. National Academies of Sciences, Engineering & Medicine. 2018. Sexual harassment of women: climate culture & consequences in academic sciences, engineering & medicine.

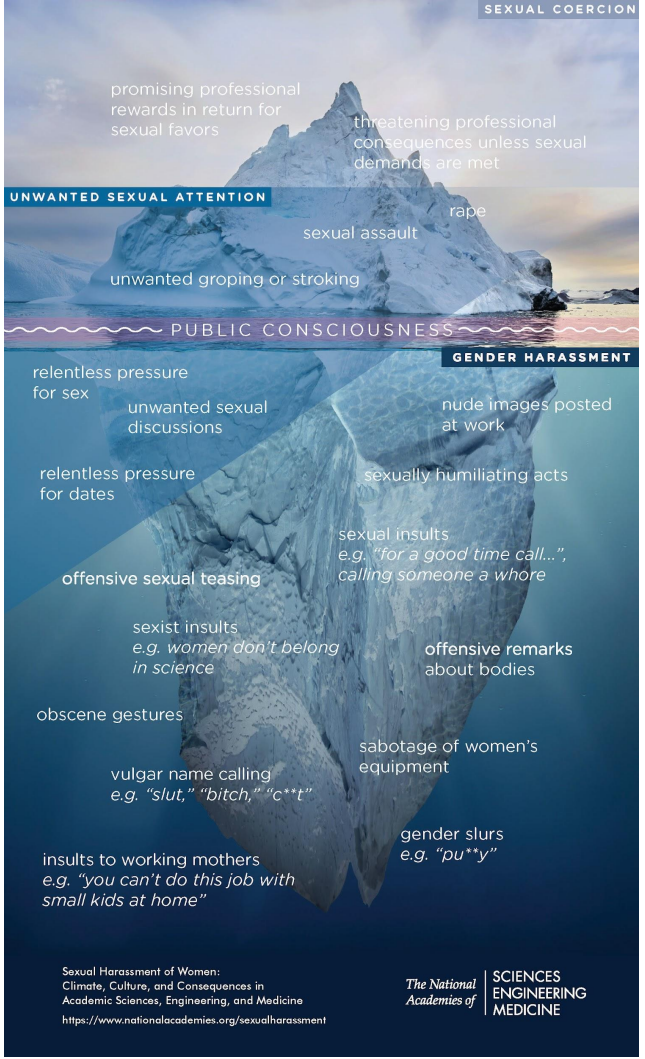
3. Benjes-Small et al. 2019. Quantifying the #metoo narrative: incidence and prevalence of sexual harassment in academic libraries. ACRL conference.

Terminology

Sexual harassment is a form of discrimination that consists of three types of harassing behavior:

1. gender harassment
2. unwanted sexual attention
3. sexual coercion

Sexually harassing behavior can be either *direct* (targeted at an individual) or *ambient* (a general level of sexual harassment in an environment) and is harmful in both cases.



Slide used with permission from UCSF Gender Equity & Inclusion Task Force.

What's going on at UCSF Library?

Methods

Q7	Q59	Q9	Q12	Q60	Q13	Q48	Q49	Q50	Q47	Q51	Q52	Q53	Q14
	1			1		4	4	3		1	2		
	2			1		5	5	3	I don't fee	1	1		
	1	1,3,5				5	4	3	I think ther	2	3		1,6
	1			1		5	5	5		1	2		
	1			1	I have exp	4	5	5	Always rep	2	2		
	1	1,2,4				5	4	3		2	2		1,3,6
						5	4	5		2	5		1,6,9
	2			1		5	5	3		1	1		
	1	3			I didn't fin	5	4	4	Everyone a	2	3	The patrons I deal w	
	1	3	1,2,3		The above	5	5	5		1	2		1
	2				i have not	5	5	5	i think they	1	2	feel free to follow up	
	2	1				5	5	5	I'm not sur	2	3		8
						5	5	5	Firstly, just	1	4		
	1			1		5				1			
	1			1		5	5	2		2	2		
	1	9				5	5	5	Wow! Hov	1	4	None, othe	3
2		3,5,7				4	4	4	through pr	2	3	I'm glad yc	1,3
	1			1		5	5	4	Zero tolera	1	2		
2		2			Though an	5	5	5	Urgent rep	2	3		
				1		5	4	2	Create zer	2	4		
	2	1,2,3,4,7				5	3	3	respect, cc	2	2		1,8
		1,3	1										
2		1,3,5,7			the behaviors are from patrons, not employees. inappropriate behavior from library pat								1
	1												
			1		The only e	5	4	3		1	2		1

Methods

Behaviors

Groups exhibiting behaviors

Methods

Behaviors

Groups exhibiting behaviors

Institutional Betrayal Questionnaire

Smith & Freyd. 2018. Institutional Betrayal & Support Questionnaire Version 1 (IBSQ.1). https://dynamic.uoregon.edu/jjf/institutionalbetrayal/ibq.html

Methods

Behaviors

Groups exhibiting behaviors

Institutional Betrayal Questionnaire

Importance

Recommendations

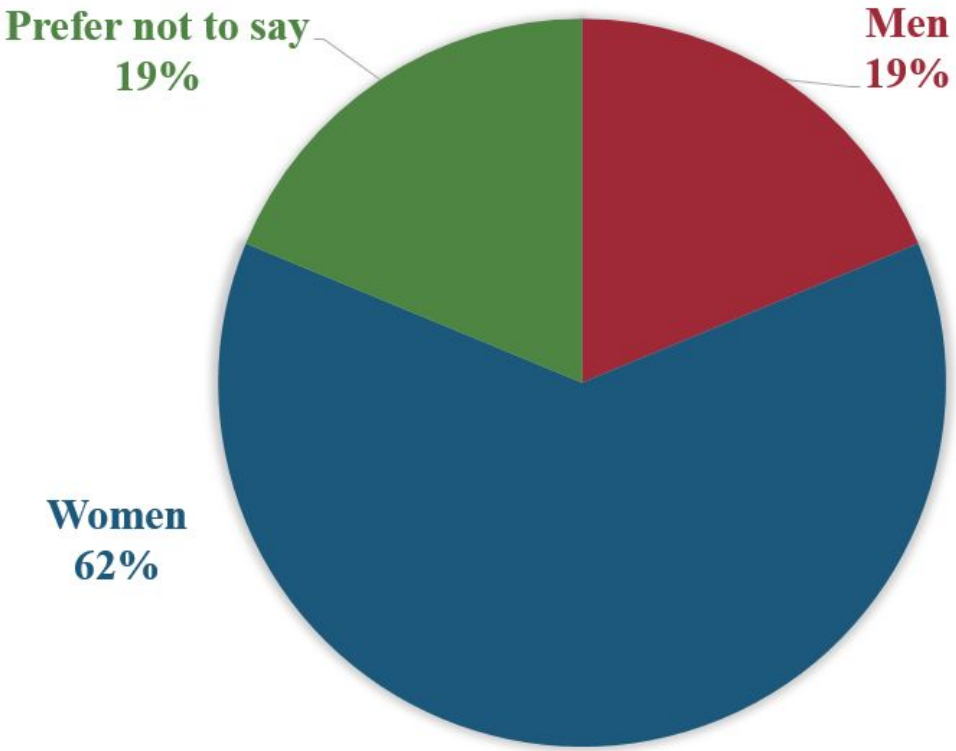
Smith & Freyd. 2018. Institutional Betrayal & Support Questionnaire Version 1 (IBSQ.1). https://dynamic.uoregon.edu/jjf/institutionalbetrayal/ibq.html

Findings

48%

16 out of 33 participants have experienced sexual harassment at UCSF Library

GENDER



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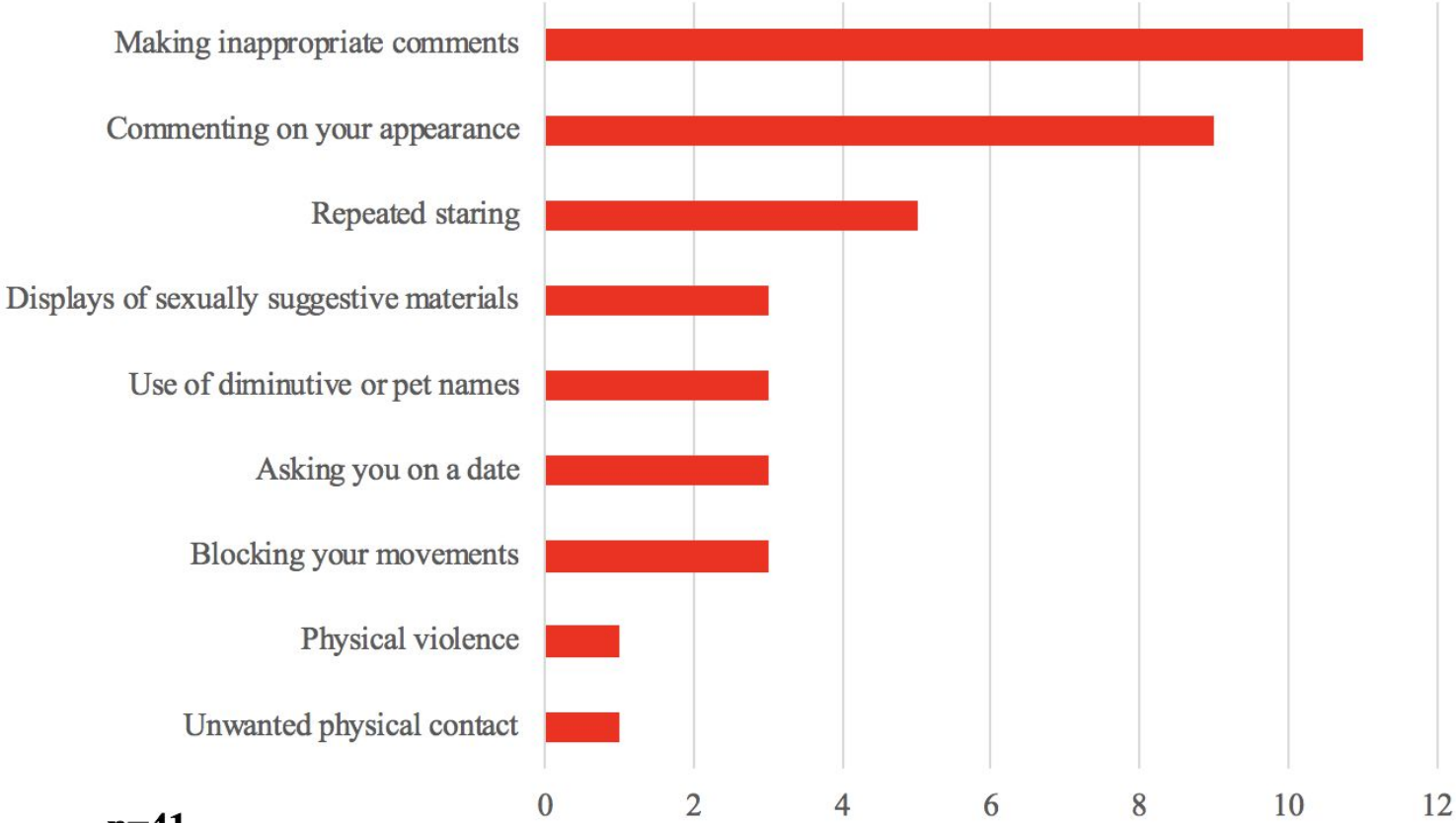
SEXUAL HARASSMENT BEHAVIORS



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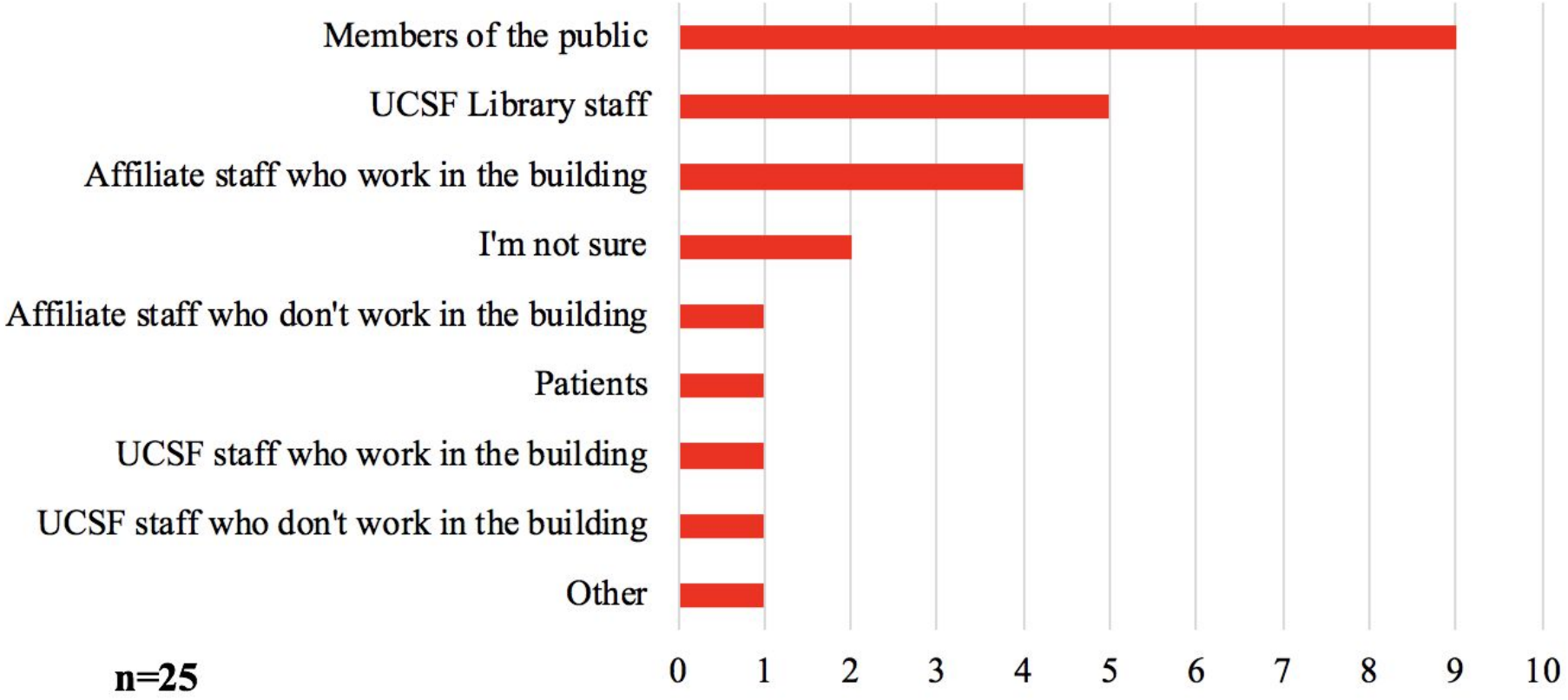
EXHIBITORS OF SEXUAL HARASSMENT



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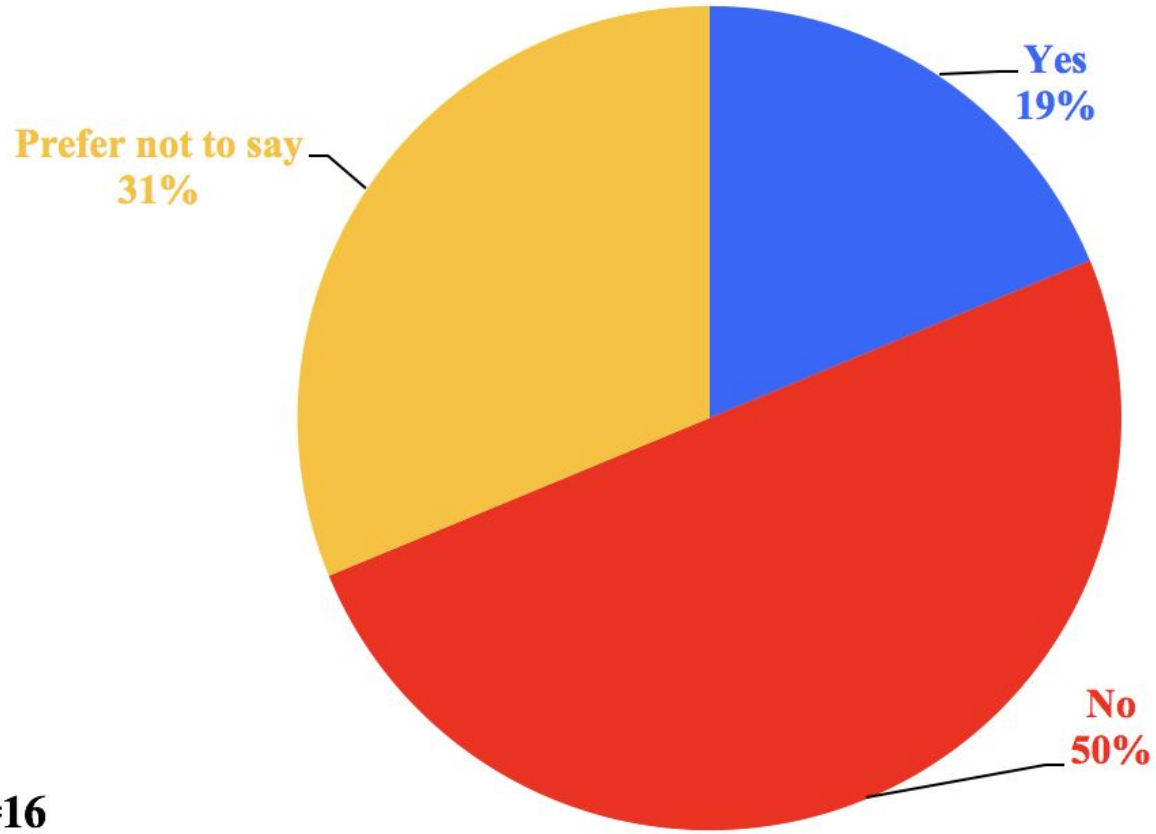
DID YOU MAKE A REPORT?



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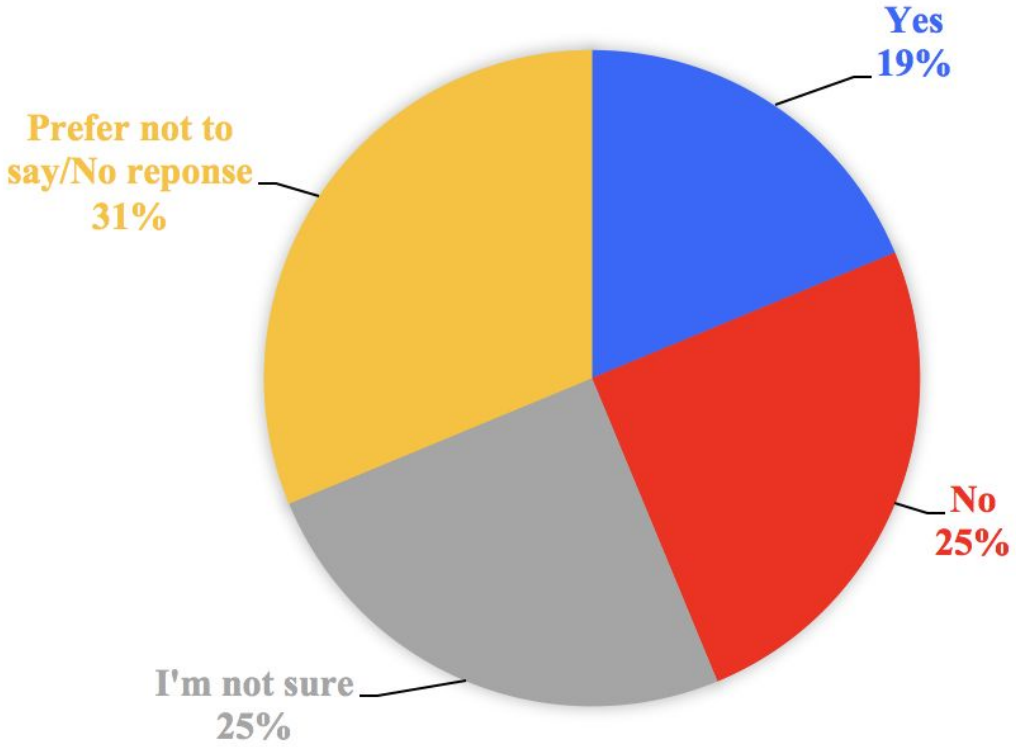
HAS SEXUAL HARASSMENT AFFECTED YOUR WORK?



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How important is addressing sexual harassment?

How important is addressing sexual harassment?

78%

To you

How important is addressing sexual harassment?

78%

To you

50%

To UCSF Library

How important is addressing sexual harassment?

78% To you

50% To UCSF Library

38% To UCSF

“Create **internal policy** and implement **learning programs** around sexual harassment.”

“Create internal policy and implement learning programs around sexual harassment.”

“By first of all **defining sexual harassment**.”

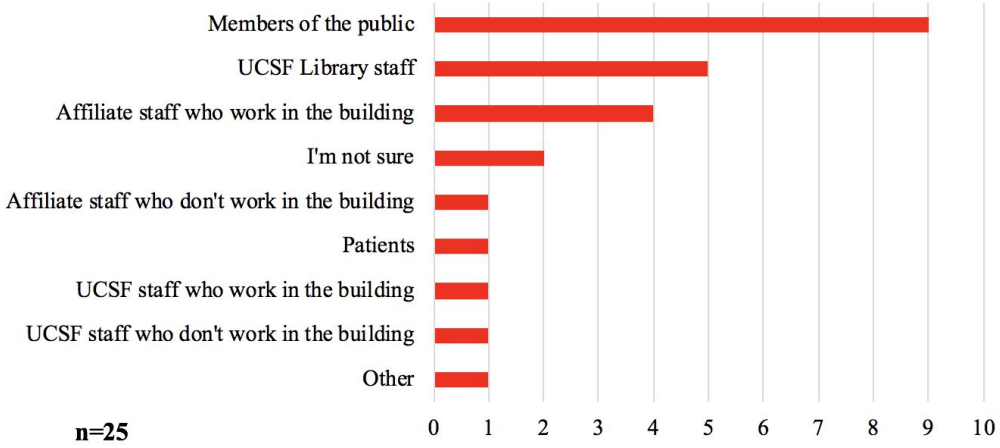
“Create internal policy and implement learning programs around sexual harassment.”

“By first of all defining sexual harassment.”

“More **training** on **stopping sexual harassment when you see it happen**.”

UCSF Library Sexual Harassment Task Force

EXHIBITORS OF SEXUAL HARASSMENT



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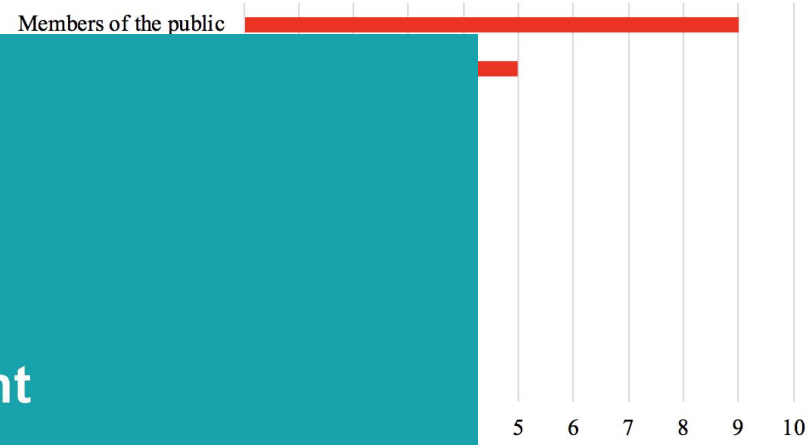
EXHIBITORS OF SEXUAL HARASSMENT



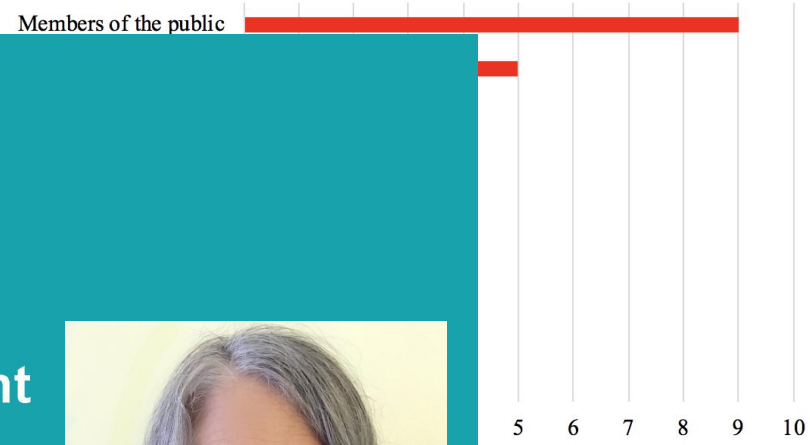
UCSF Library

Sexual Harassment

Part 1: Definitions of sexual harassment

Sexual Harassment Task Force

EXHIBITORS OF SEXUAL HARASSMENT



UCSF Library

Sexual Harassment

Part 1: Definitions of sexual hara

Sexual Harassment Task Force

EXHIBITORS OF SEXUAL HAR

Members of the public

UCSF Library

Sexual Harassment

Part 1: Definitions of sexual hara

Sexual Harassment Task Force

SEXUAL HARASSMENT REPORTING OPTIONS

THE FOLLOWING OPTIONS ARE SUGGESTIONS. ALWAYS CALL UC POLICE IN AN EMERGENCY.

Did you experience or observe harassment at UCSF Library?

Did someone report harassment to you?

Suggestions for responding in the moment

DURING

"That's inappropriate/disrespectful/ not okay."

"We don't tolerate that behavior at UCSF Library."

Use distraction - ask the person being harassed to help you with something.

IMMEDIATELY AFTER

"I'm sorry that happened to you."

"Is there anything I can do to help?"

"Are you ok?"

"Would you like to know your options?"

How to respond following the incident if it happened to you

Report to any supervisor, OPHD, or UC POLICE **(NON-CONFIDENTIAL)**

Contact CARE, Ombuds, or FSAP **(CONFIDENTIAL)**

How to respond following the incident if you saw it happen

Was the targeted person a student?

YES. Report to OPHD **(MANDATORY & NON-CONFIDENTIAL)**

NO. Are you a supervisor?

YES. Report to OPHD **(MANDATORY & NON-CONFIDENTIAL)**

NO. Share CARE, Ombuds, or FSAP info **(CONFIDENTIAL)**

CONTACT INFORMATION

- Campus Advocacy Resources and Education (CARE) **careadvocate.ucsf.edu**
- Office for the Prevention of Harassment and Discrimination (OPHD) **ophd.ucsf.edu (415) 502-3400**
- Ombuds **ombuds.ucsf.edu**
- Faculty and Staff Assistance Program (FSAP) **(415) 476-8279**
- UCSF Library Task Force **librarySVSH@ucsf.edu**
- UC Police **(415) 476-1414**

BROUGHT TO YOU BY UCSF Library CC

Other activities

Created single incident policy + script

Other activities

Created single incident policy + script

Campus partnerships

Other activities

Created single incident policy + script

Campus partnerships

UC-wide survey

Recommendations

Recommendations

Understand mandated reporting

Recommendations

Understand mandated reporting

Collect data

Recommendations

Understand mandated reporting

Collect data

Backlash

Recommendations

Understand mandated reporting

Collect data

Backlash

Participatory model

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Participatory model

Campus partnerships

Library leadership

What’s next?

More info

RAINN https://www.rainn.org/

UCSF flowchart (CC) http://tiny.ucsf.edu/fEQ5Y5

The state of sexual harassment in the library. (Book Riot)

Sexual harassment in libraries, post-#metoo: what has & hasn't changed. (Book Riot)

List of institutions participating in NASEM Action Collaborative on Preventing Sexual Harassment in Higher Education

slido.com

#K765

ask anonymously!

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