Cultivating a Harassment-Free Workplace®

FOR STAFF

Workplace Bystander Training for the National Institutes of Health

In a “Safe and Civil” Work-Culture
NIH Employees Are:
• Respected
• Valued
• Treated Fairly

Where is Harassment Occurring?

- At an NIH Building: 88%
- At a Conference: 5.5%
- At Social Event with Employees: 12.5%

Source: Interim Results NIH Climate Survey (2019)

Step I: Become Aware of the Impact

Who Experiences Harassment?

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>27%</td>
</tr>
<tr>
<td>Men</td>
<td>13%</td>
</tr>
<tr>
<td>Trainees</td>
<td>35%</td>
</tr>
<tr>
<td>Sexual and Gender Minorities</td>
<td>45%</td>
</tr>
</tbody>
</table>

Source: Interim Results NIH Climate Survey (2019)

“All employees have a shared responsibility to help ensure that NIH maintains an environment that is civil and respectful of all individuals.”

— DR. FRANCIS S. COLLINS, DIRECTOR NATIONAL INSTITUTES OF HEALTH

Who Commits Harassment?

- NIH Employee: 78%
- Coworker from Same Group as Target: 60%
- Supervisor or Manager of Target: 35%
- Person Who Influences Target’s Work: 25%
- A Male: 72%

Source: Interim Results NIH Climate Survey (2019)

What Kind of Sexual Harassment?

- Gender Harassment: 18%
- Unwanted Sexual Attention: 10%
- Sexual Coercion: 0.3%

Source: Interim Results NIH Climate Survey (2019)
Step II: Assess the Conduct

Ask Questions Before Intervening

- Can you intervene safely?
- Does the conduct violate a policy or the law?
- Does the conduct put anyone at risk of harm?

Is it Unlawful Harassment?

- Is the conduct unwelcome?
- Does it result from a protected trait?
- Is it severe or pervasive?
- Does it change the terms or conditions of the job?

Step III: Take Appropriate Action

The Four Ds

- Direct (intervene in the moment)
- Disrupt (draw attention away from target)
- Delegate (identify best person to intervene)
- Delay (postpone intervention to a better time)

Step IV: Follow-Up Afterwards

Check-In with Target

Ensure safety with regular check-ins:

- Affirm sentiments and address stories
- Support processes for healing and reporting