



## Key Findings of Sexual Harassment Survey of Faculty and Post-doctoral Fellows

Vanderbilt University conducted its first-ever sexual harassment survey of Vanderbilt University-employed faculty and postdoctoral fellows in spring 2019.

The majority of VU-employed faculty and postdocs reported that they had not been subjected to sexual harassment by others in the Vanderbilt community over the past three years. In this survey, sexual harassment includes sexist behavior, crude or offensive behavior, unwanted sexual attention, and sexual coercion.

Overall, 60% of faculty and 56% of postdocs responded to the survey. This response rate is much higher than typical response rates for this type of survey.

The survey was informed by findings and recommendations released in the [National Academies of Science, Engineering, and Medicine, Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine Report](#) in 2018.

The results will serve as the basis for developing and implementing evidence-based policies and practices to support University faculty and postdocs.

### ***The key findings are:***

- Sixty-four percent of VU-employed faculty and 80% of postdocs reported that they had “never” been treated differently because of their sex in the past three years at Vanderbilt or, for those who have been with the university less than three years, since they arrived.
  - However, a majority of women faculty (59%) and a plurality of women postdocs (44%) stated that they had been treated differently by someone at Vanderbilt because of their sex at least once during that period, and 12% of faculty and 3% of postdocs said it occurred often or very often.

For the same timeframe, most VU-employed faculty and postdocs report that they never experienced any crude or offensive behaviors. The behavior that was most often experienced was “offensive remarks about [the respondent’s] appearance, body, or sexual activities”: 11% of all faculty (17% of women faculty) and 9% of all postdocs (12% of women postdocs) reported experiencing that at least once.

Unwanted sexual behaviors were reported less frequently than sexist or crude/offensive behaviors. The most frequent unwanted sexual behavior was being touched in a way that made the respondent uncomfortable with 6% of VU-employed faculty (and 10% of women faculty) and 6% of postdocs (7% of women postdocs) reporting that such behavior had happened at least once during the past three years at Vanderbilt.

- Nearly 100 percent of VU-employed faculty, regardless of gender, reported never having experienced sexual coercion during the past three years at Vanderbilt. These are the most extreme harassing behaviors such that even a low incidence rate is nevertheless a very serious concern. Fully 100% of postdocs reported never having experienced sexual coercion during the past three years at Vanderbilt.