



Rates of Harassment and Discrimination experienced by UW Postdocs are higher than rates cited in a national study.

The National Academies of Science, Engineering and Medicine (NASEM) issued a landmark report in 2018 entitled Sexual Harassment of Women, Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine (2018), and asserted that higher education is second only to the military in prevalence of sexual harassment.

Sweeping Changes are Necessary.

63.2%

of women
and nonbinary
Postdocs at UW
have experienced
discrimination
and/or harassment
in their time at UW.¹

These include behaviors like derogatory jokes, slurs, differential treatment based on identity, unwelcome romantic or sexual advances.

58%

of women
in academic
positions nationally
indicated they
had experienced
sexual harassment.

National Academies of Sciences, Engineering, and Medicine, Sexual Harassment of Women Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine (2018).

The New York Times

"Years of efforts to prevent sexual harassment in science, engineering and medicine have failed, and universities need to make sweeping changes in the way they deal with the issue, a searing new report by a national advisory panel concluded..."

How Universities Deal With Sexual Harassment Needs Sweeping Change, Panel Says

NY Times, June 12, 2018

The survey also found:

- An astonishing 77.5% of people who experience these behaviors at UW do not report them.
- Of those who did report, nearly one third were "not at all confident" that UW takes these issues seriously.

Taking harassment and discrimination seriously means changing climate, not just re-writing University policies. Key to this is finalizing our collective bargaining agreement now.

Through our union, we are mobilizing for a collective bargaining agreement that conforms to NASEM's recommendations and creates a more inclusive and supportive culture, including:

- ✓ Improving the reporting system so that everyone's rights can be protected and survivors can continue to work free from discrimination and harassment and prevent unnecessary unilateral delays by UW while an investigation is ongoing.
- ✓ Providing higher and more transparent pay and eliminating discriminatory and otherwise insufficient health benefits so Postdocs are less economically insecure in a high cost-of-living area like Seattle.

¹ 60% of all UW Postdocs responded to our survey, conducted December 2018 – March 2019.