



## UNIVERSITY of WASHINGTON

*Ana Mari Cauce*  
*Professor of Psychology*  
PRESIDENT

To whom it may concern:

As a founding member of the National Academies of Sciences, Engineering and Medicine (NASEM) Action Collaborative on Preventing Sexual Harassment in Higher Education, the University of Washington is deeply committed to creating and sustaining a learning, teaching and working environment and culture that does not tolerate sexual harassment. Organizational culture is complex and multifaceted, requiring both grassroots engagement and concerted leadership. Ultimately, creating a culture in which everyone feels safe, welcome and respected is our shared responsibility – it's on ALL of us – and we are committed to building it together as a community.

Guided by the 2018 National Academies report, "Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine," the NASEM Action Collaborative brings together leaders from academic institutions and key stakeholders to collaboratively work toward and share targeted action on addressing and preventing sexual harassment across all disciplines and among all people in higher education.

The University of Washington is proud to participate in this effort to create an active space where colleges, universities, and other research and training institutions move beyond basic legal compliance to evidence-based policies and practices at the individual and systems levels for addressing and preventing all forms of sexual harassment and promoting a culture of respect in higher education.

As the 2018 report concluded, system-wide changes to the culture and climate in higher education were and are needed to prevent and address sexual harassment experienced by people in higher education and to deal with the issue in the context of other damaging behaviors including other forms of harassment (such as racial harassment), discrimination, bullying and incivility.

As a member institution, the University of Washington is working to meet the Action Collaborative's shared goals by working to prevent harassment and discrimination and, when it does occur, by responding to the person who has been harmed with respect and care and by taking the necessary steps to prevent it from happening again. This work is led by the UW's Office of the Title IX Coordinator, but our entire academic community shares responsibility for the outcome. To that end, we have been active in providing our community with guidance, training and concrete steps for contributing to a culture that is safe, welcoming and free from all forms of harassment and discrimination.

At the UW, all faculty and staff and incoming students are required to complete a Husky Prevention & Response course. We also encourage everyone to talk with their friends and colleagues about how to prevent violence, harassment and discrimination.

Additionally, in my annual message to all faculty, staff and students across our three campuses, I raise awareness about the latest information and guidance for building respectful and inclusive work and learning environments. This includes information on how to best support someone who has experienced sex- or gender-based violence, harassment, or discrimination using a harm reduction model. I will continue to call on deans, vice presidents, chancellors, and leaders and managers at every level within the UW to take direct responsibility for modeling a culture of inclusion within their units, to embrace UW's commitment to preventing harassment and discrimination, and to respond in meaningful and effective ways when harm occurs.

For students, faculty and staff to do their best work in service of a more just, equitable, healthy society, we must operate in a culture free from sex- and gender-based violence, harassment and discrimination. Our purpose as a university is defined by curiosity and inquiry, the pursuit of knowledge and the joy of discovery. We simply cannot fulfill this purpose if some members of our community are prevented from achieving their full potential because of sexual harassment, abuse, discrimination or assault. Academia is not exempt from the problem of sexual harassment and other forms of sex discrimination and abuse – the responsibility for ending it lies with all of us.

Sincerely,

A handwritten signature in black ink, reading "Ana Mari Camacho". The signature is written in a cursive, flowing style with a large initial 'A' and 'M'.