

DIVCO STATEMENT ON SEXUAL HARASSMENT PREVENTION

The Divisional Council (DIVCO) of the Berkeley Division of the Academic Senate is deeply troubled by the recent instances of sexual harassment on our campus. Sexual harassment has no place at Berkeley and cannot be tolerated. We must do a better job preventing it and punishing those who engage in it. Indeed, it is our responsibility as faculty to do everything in our power to create a welcoming environment in which our students, staff, and faculty colleagues feel safe and secure, an environment in which all of us can study, work, learn, and explore new ideas free of any form of sexual harassment.

To this end, DIVCO also wants to take this opportunity to urge each of you to complete the required online sexual harassment training if you have not already done so. Many faculty are concerned about the quality of the training and believe that there may be more effective ways of preventing sexual harassment. Nevertheless, training is important and some audiences will see a failure to comply with the required training as a sign of apathy or indifference rather than as a desire to find better ways of dealing with this crucial issue.

In an effort to promote greater compliance, DIVCO is recommending to the administration that each member of the faculty be required to complete his or her sexual harassment training before s/he can receive a merit increase in salary or research support through the BEAR program. DIVCO also supports the principle of establishing advisory panels as described in the Chancellor's recent announcement. Current practice is for the administration to either impose a sanction through a negotiated settlement or to recommend a sanction when the administration takes a disciplinary case to the Committee on Privilege and Tenure (P&T). The new panels would advise the administration about the appropriate disciplinary measures to seek in cases settled through an agreement, and to those submitted to P&T. DIVCO welcomes this effort to ensure that sexual harassment is sanctioned appropriately.

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