Caltech

Giving Voice: Tools for Supporting Gender Inclusivity in STEM
A Self-Assessment

Risk factors associated with harassment[*]	Does this risk factor play a role in your lab or classroom?	What actions can you take to reduce this risk factor?
Homogeneous work groups: harassment is more likely to occur where there is a lack of diversity in a group.		
New students or early career hires: these individuals may lack the confidence to resist or challenge conduct, or may lack the maturity to understand or care about consequences.		
Cultural and language differences: group members from different backgrounds may be less aware of institutional expectations, guidelines, policies, or practices.		
Top researchers or performers: group leaders, faculty, or administration may be reluctant to challenge their behavior and these individuals may believe that the general rules do not apply to them.		
Significant power disparities: students, postdocs, or early career hires with less seniority may be unaware of complaint channels and may worry about reporting ramifications; more senior group members may also exploit group members with less tenure or status.		
Societal stereotypes: Some group members may not conform to societal stereotypes, such as a "feminine" acting man or a woman who challenges norms by being "tough enough" to do a job in a traditionally male-dominated environment; some group members may not conform to any gender roles.		
Decentralized work or learning environments: marked by limited communication between organizational levels or sites, these environments may foster a climate in which harassment may go unchecked.		

[*]Adapted from Feldblum & Lipnic, *Select Task Force on the Study of Harassment in the Workplace*, U.S. Equal Employment Opportunity Commission, 2016.

Isolated work or learning environments: harassers have easy access to others in isolated spaces, and possibly no witnesses to the harassment.		
Workgroups that tolerate or encourage alcohol consumption: alcohol reduces social inhibitions and impairs judgment, providing a greater opportunity for harassment.		
Coarsened social discourse and events outside the work or educational environment: outside conduct may make harassment inside a work place more likely or perceived as more acceptable.		
"Customer service": a group member may feel compelled to tolerate inappropriate behavior when they rely solely on one person to receive fair compensation, promotion, or recommendations.		
Monotonous or low intensity work: in an unstimulating work or educational environment, harassing behaviors may be tolerated to vent frustration or avoid boredom.		