

# *Sexual Harassment of Women*

Climate, Culture, and Consequences in  
Academic Sciences, Engineering, and Medicine

Over the past thirty years, the incidence rate of sexual harassment in different industries has held steady despite laws that make it illegal. As more women have entered the workforce and academia (as students and faculty), and as gender diversity has improved in the fields of science, engineering, and medicine, more women are now experiencing sexual harassment as they work and learn—putting at risk the gains that have been made to improving gender representation. Revelations about sexual harassment experienced by women in the workplace and in academic settings have raised urgent questions about the specific impact of this discriminatory behavior and the extent to which it is limiting women's careers and limiting the fields where sexual harassment is occurring.

*Sexual Harassment of Women* explores the influence of sexual harassment in academia on the career advancement of women in the scientific, technical, and medical workforce. This report reviews the research on the extent to which women in the fields of science, engineering, and medicine experience sexual harassment and examines the existing information on the extent to which sexual harassment in academia negatively impacts the recruitment, retention, and advancement of women pursuing scientific, engineering, technical, and medical careers. It also identifies and analyzes the policies, strategies and practices that have been the most successful in preventing and addressing sexual harassment in these settings.