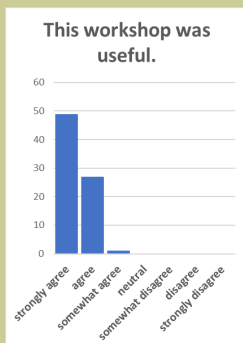


Sexual Harassment in the Science Workplace: What You Need to Know.

This is one of our most highly rated workshops. The following feedback data are from seven workshops attended by over 70 scientists, managers and supervisors at the National Institutes of Health in 2020.



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The Workshop

This half-day workshop uses a highly interactive approach to cover one of the most important topics in science today. As with all our workshops for scientists, this is not a generic workshop on harassment. It uses real cases and examples that have been reported to or shared with us by working scientists to illustrate key learnings and to engage the participants. Through small group discussion, workshop participants are challenged to apply what they learn to sexual and gender harassment scenarios that range from clear cut to ambiguous. Topics covered include:

- What is sexual harassment, gender harassment and incivility?
- What are the consequences of harassment in the science workplace?
- What factors contribute to a permissive environment for harassment in a science setting?
- What should you do if you are harassed?
- What are your responsibilities as a lab head, supervisor or colleague?
- What are your responsibilities if you witness harassment in the lab or workplace?
- How to avoid being a harasser.

The workshop is built around an extended case study illustrating a spectrum of behaviors in a research lab. The case is used as a framework for group-as a whole discussion as well as small group active learning exercises.

The workshop is structured on the 2018 harassment training recommendations of the New York State Departments of Labor and Human Rights and incorporates: Face to face training; Active task-based learning; Customization for the audience; Delivery by content experts.

This workshop may be combined with our half-day workshop “Hiring and retaining your science team,” which provides practical tools to minimize the impact of bias on the hiring process. Together, these two workshops are powerful complements to your organization's civility and diversity efforts. We can customize the workshop to comply with policies and guidelines that are specific to your State or organization.

Target Audience: The workshop is suitable for all levels of science employee and includes specific guidance for those in managerial and supervisory positions.

Workshop Leaders

Carl M. Cohen, Ph.D., is President of Science Management Associates. Carl has more than 30 years of biomedical research and management expertise, including having been Chief Operating Officer of Biovest International focused on cancer immunotherapy and Vice President for Research and Development at Creative BioMolecules. Carl was also Professor of Medicine and Professor of Anatomy and Cellular Biology at Tufts University School of Medicine.



Suzanne L. Cohen, Ed.D., is a Licensed Psychologist, Certified Group Psychotherapist and Fellow of the American Group Psychotherapy Association. She has over 30 years of experience providing individual, couples and group therapy. Suzanne served as Clinical Instructor in Psychology in the Department of Psychiatry at Harvard Medical School, President of the Northeastern Society for Group Psychotherapy, and Board member of the American Group Psychotherapy Association/International Registry of Certified Group Psychotherapists.

Carl and Suzanne are co-authors of “**Lab Dynamics: Management and Leadership Skills for Scientists**” Cold Spring Harbor Laboratory Press, 3rd Ed. 2018 and have co-directed the annual Cold Spring Harbor Laboratory workshop on **Leadership in Bioscience**.