



Harassment in Dutch academia

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Our study*

➤ Harassment against women in academia

Patterns of intense behaviour that have the aim/effect of violating a person's dignity and/or that create a hostile working environment.

➤ Research questions

➤ Methods

➤ In depth interviews (20)

➤ Written testimonials (33)

*Naezer, Marijke, Brink, Marieke van den, Benschop, Yvonne (2019), *Harassment in Dutch academia: Exploring manifestations, facilitating factors, effects and solutions*, Utrecht: Landelijk Netwerk Vrouwelijke Hoogleraren.





General characteristics and patterns

- Often structural, long term, multiple types
- Often performed by men and seniors





Manifestations

- Scientific sabotage
- Sexual harassment
- Physical and verbal threats
- Denigration
- Exclusion
- Problematising “special needs”





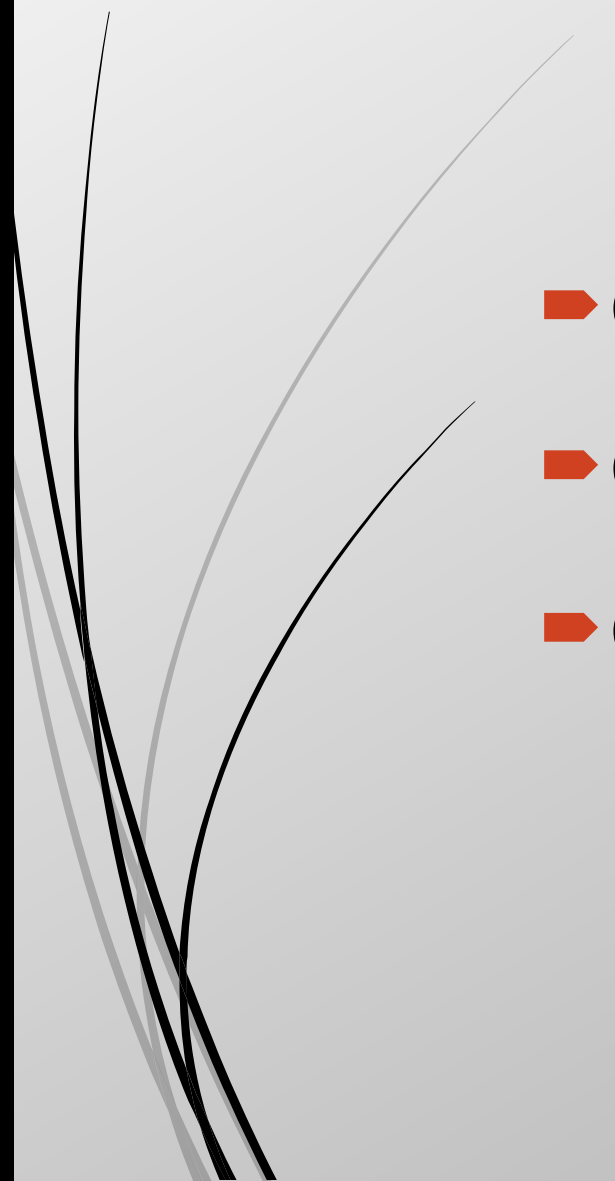
Facilitating factors

- Hierarchies within and outside of academia
- A competitive and individualistic culture
- Inadequate responses to incidents
- “Self-silencing” among victims





Effects

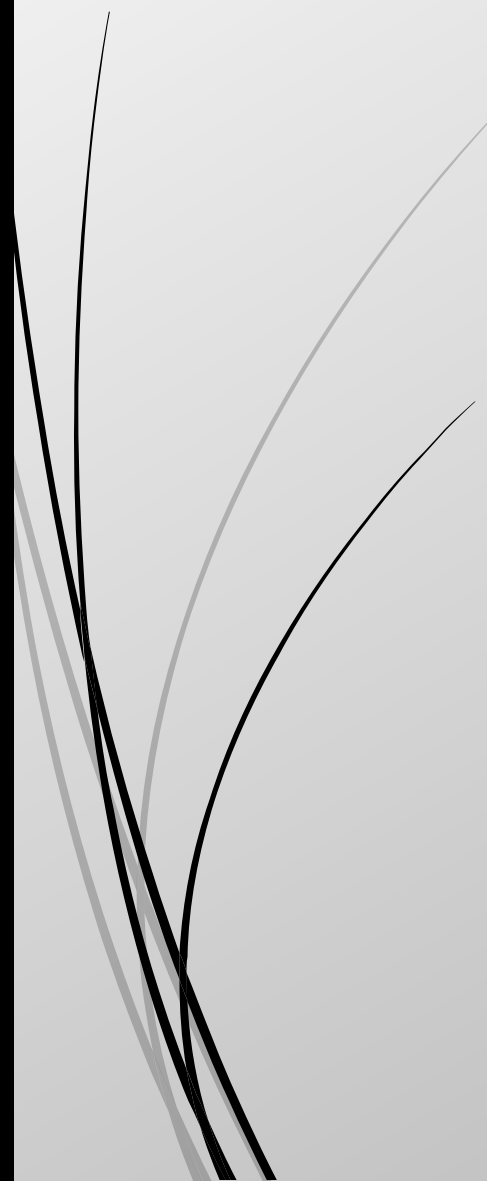


- On individuals
- On organisations
- On science in general





Solutions



- No quick fix
- Interventions on different levels
 - Awareness
 - Support structures
 - Culture of care





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