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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