

Outline:

- 1) Anti-harassment policies in Norwegian Universities
- 2) Statistics on harassment
- 3) Some spectacular cases.

Just to introduce the case

Old Universities

UiO → University of Oslo

UiB → University of Bergen

NTNU → Norwegian University of Science and Technology

UiT → University of Tromsø

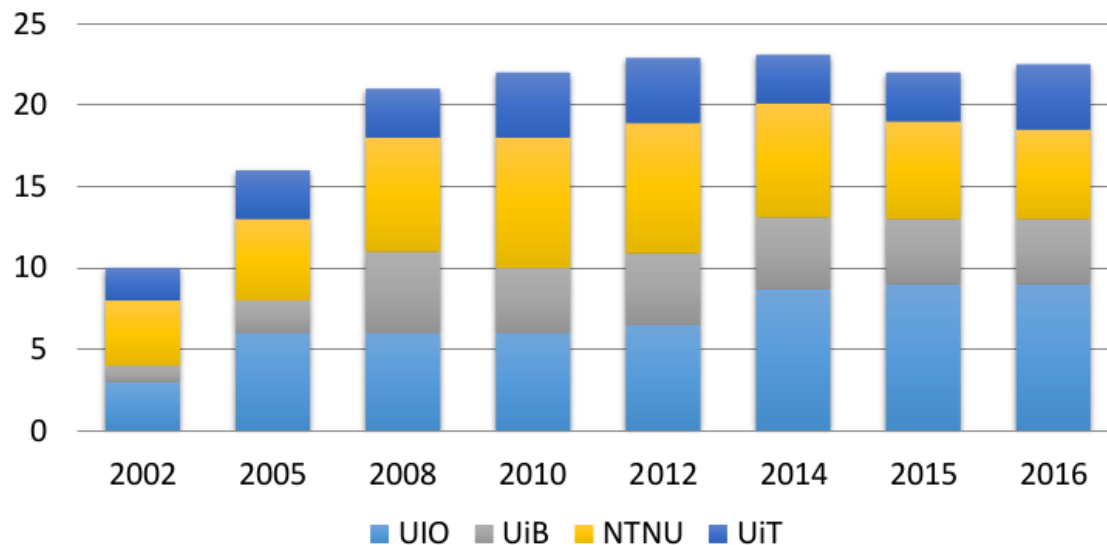
New:

UiS → University of Stavanger

UiA → University of Agder

(do not offer strictly physics degrees)

Women faculty in physics departments



Total number of women in permanent positions (associate and full professors), fully financed by the universities, .

Definitions of harassment

UiB: Sexual harassment means any form of unwanted sexual attention that is intended to be effect of being offensive, intimidating, hostile, degrading, humiliating, or troublesome.

UiT: Sexual harassment means unwanted conduct of a sexual nature, or other conduct based on sex affecting the dignity of women and men at work. This can include unwelcome physical, verbal or non verbal conduct. **The essential characteristic of sexual harassment is that it is unwanted by the recipient, that it is for each individual to determine what behaviour is acceptable to them and what they regard as offensive.**

NTNU: In addition to the above, more concrete points:

Verbal harassment: For example, sexual innuendoes and suggestions or comments on someone's body, appearance or private life.

Non-verbal harassment: For example, intrusive staring, body movements, viewing of sexual images, indecent exposure and similar, spoken and/or written.

Physical harassment: Everything from unwanted touching, hugging and kissing to assault such as rape and attempted rape. For example, if you feel pressured to have sexual intercourse, or perform sexual acts, with someone who abuses their position or power over others – see Section 295 of the General Civil Penal Code [straffeloven].

UiO: Sexual harassment is any kind of unwanted sexual attention that has the purpose or effect of being offensive, intimidating, hostile, degrading, humiliating or troublesome.

"Sexual attention" refers to attention of sexual nature or sexually explicit attention. Attention may be verbal, non verbal or physical.

Sexual harassment can include everything from looks, comments and unwanted touch. Sending photos or videos with sexual content via letter, telephone or internet may also be included.

In order for something to be sexual harassment, the attention must be undesirable. That means neither should it be welcome nor reciprocal.

Harassment is when you feel harassed -> would be a simpler definition..

Harassment handling

Languages: Web pages in Norwegian and English in all University pages:

Categorized under:

- *Unacceptable behavior - harassment and conflict , censurable conditions (NTNU) □ anonymous form*
- *Red category/anonymous form – serious and critical matters (UiS) □ anonymous form*
- *Sexual harassment separate category (UiT)*
- *Reporting censurable conditions for employees at UiO (whistle-blowing)/ □ login/anonymous form*
Speak up about the learning environment (for students) (UiO) □ login/anonymous form
- *Student pages □ Speak up/critical incidents □ login/form (UiB, anonymous possible)*
Employee's pages □ HSE pages □ third party violence and threats □ login/form (UiB)

Harassment handling

Web pages in Norwegian and English in all University pages:

NTNU:

<https://innsida.ntnu.no/wiki/-/wiki/Norsk/Seksuell+trakassering>

UiB:

<https://www.uib.no/en/student/113094/speak-about-student-environment>

Employees whistleblower rules

<https://regler.app.uib.no/regler/Del-3-Personal-og-HMS/3.1-Personal-forvaltning/3.1.6-Varsling/Retningslinjer-for-varsling-ved-Universitetet-i-Bergen/>

UiS: <https://www.uis.no/nb/si-ifra#/>

<https://www.uis.no/en/let-us-know>

UiO: <https://www.uio.no/english/about/hse/>

Web pages for students better than for employees, more recent?

Information for employees could be better divided to:

- how not to harass anybody (what can be perceived as harassment)
- what to do if you see somebody being harassed
- what to do if you are harassed

Surveys

National survey of harassment in academic institutions done in 2019.

(#metoo wave)

Concerning only last 12 months before the survey was done.

13% in average

14% of Women

10% of Men

29% of Non-binary people (looks really bad ...)

Most of general mobbing → 50-59 years old mobbed by peers.

Sexual harassment → mostly PhD students. General 3%.

Results per University hard to find, except for University of Agder (11%), that has similar numbers as the average. UiB claims 12%. UiO 13%. 6 people in UiO report to have been forced to have sex.

Historical cases, examples

In 2017 UiB president (Dag Rune Olsen) expressed a worry that sexual harassment is underreported. He did not hear of any cases.

In fact there were 11 cases ongoing- some of them grave and continuing many years, where the University did not make any clear action.

Example: A professor forcing young postdocs and PhD students to share rooms with him on international travels and soliciting sex. This went on many years.

Recent case where the University took action in 2020. Associate professor photographing body-parts of students, also the students he was a master/phd supervisor of, without their knowledge. Reported in 2018 first time.

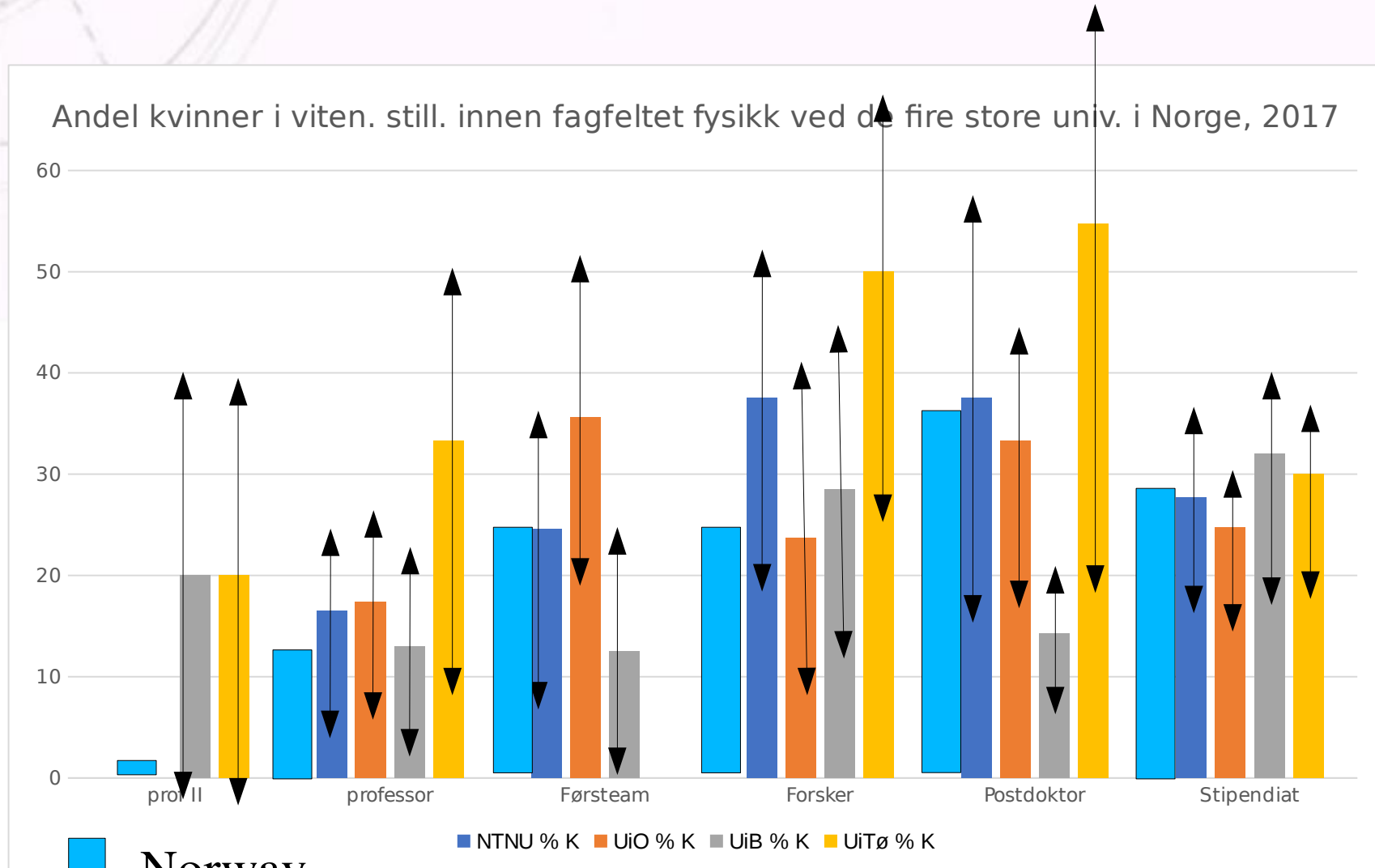
Pictures had a sexualized context. In the first instance HR decided he can continue supervision. He was finally fired after long “going back and forth” and new pictures “coming up”.

Thank you for your attention !



Recent numbers with statistical errors ..

(small numbers, big errors..)



Forsteaman=associate professor