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**University of Michigan NASEM Commitment to the Action
Collaborative on Preventing Sexual Harassment in Higher Education**

The University of Michigan continues to engage in collaborative efforts to address and prevent all forms of sexual harassment and misconduct within higher education.

At U-M, we strive to create and maintain a campus environment of inclusivity that is free of harassment and misconduct where all members of the university – students, faculty, staff and visitors – can learn, work and grow together.

We believe our institutional mission can only be fulfilled if we actively create diverse, inclusive, and respectful environments and actively work to mitigate or eliminate sexual harassment from occurring.

As one of the founding members of the National Academies' Action Collaborative on Preventing Sexual Harassment in Higher Education, our work to prevent and address misconduct on campus is longstanding and continues to evolve.

The Action Collaborative brings together leaders from academic institutions and key stakeholders to collaboratively work toward and share targeted action on addressing and preventing sexual harassment across all disciplines and among all people in higher education. As a member of the collaborative, the university remains committed to the following goals:

1. Facilitate and inform action on preventing and addressing harassment;
2. Share and elevate evidence-based policies and strategies for reducing and preventing sexual harassment;
3. Advance research on sexual harassment prevention, and gather and apply research results across institutions;
4. Raise awareness about sexual harassment and its consequences, and motivate action to address and prevent it; and
5. Assess progress in higher education toward reducing and preventing sexual harassment in higher education.

U-M's most recent institutional efforts to promote practices that prevent misconduct include the creation of the Coordinated Community Response Team, which was designed to broadly represent the university community, and provide input and advice on future policies, procedures and prevention efforts related to sexual and gender-based misconduct. Leading experts across the country consider CCRTs to be a best practice for colleges and universities that seek to enact serious reform.

The CCRT members serve in an advisory capacity to the U-M President to assist in improving policies and practices for addressing campus sexual misconduct with membership representing students, faculty and staff and other key stakeholders from all three U-M campuses, including Michigan Medicine. Over the course of the next several years, CCRT is charged with assessing, planning, and making recommendations to enhance campus prevention and response efforts. The CCRT is led by an external adviser, a faculty member, and the university's executive director of the Equity, Civil Rights, and Title IX office.

The mission of the CCRT is to identify the diverse needs of the University of Michigan community with respect to addressing sexual misconduct; to facilitate communication and understanding of campus policies and practices across campus units and community partners; to research and explore best practices in sexual misconduct prevention and intervention; to identify opportunities for improving the University's efforts to prevent and respond to sexual misconduct; and to develop and communicate recommendations to the University President.

The CCRT has begun its work through working groups focused on four themes: Organizational Structure, Obstacles to Reporting, Prevention and Education, and Repairing Harm. The working groups are responsible for assessing community needs, collecting data, benchmarking information from other institutions, researching best practices, and developing evidence-based recommendations.

As members of the National Academies' Action Collaborative on Preventing Sexual Harassment in Higher Education, we will continue to participate on NASEM Collaborative meetings, summits, and strive to meet our shared commitment and goals.

Sincerely,



Santa J. Ono
President
University of Michigan