

Sexual and Gender-based Misconduct at American Statistical Association Events

This report summarizes findings from the American Statistical Association’s 2018 study of member experiences of sexual- and gender-based misconduct at ASA events. Among women, 33 percent reported at least one incident of sexually inappropriate behavior or gender-based discrimination at one or more ASA events. Many reported repeat occurrences, including in the recent past. Most common was gender-based disrespect or condescension, followed by different treatment (e.g., in the quality or nature of assignments) based on sex or gender. At the most severe, seven individuals reported rape, sexual assault, attempted rape or attempted sexual assault at an ASA event. Qualitative comments underscore feelings of being demeaned personally and disrespected professionally, with consequent emotions including frustration, anger, resentment and self-doubt.

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Study Summary

The study questionnaire was developed after discussion of research objectives and a review of previous studies. Drafts were refined in further discussion with ASA representatives, evaluation by an ASA-appointed academic expert and further review and comment by the ASA Task Force on Sexual Harassment and Assault.

The restricted-access online questionnaire was open for participation by ASA members from Oct. 11-28, 2018. All members listed in the Association's then-current membership database received an introductory email from ASA Executive Director Ronald Wasserstein on Oct. 10, an initial invitation from Langer Research Associates on Oct. 11 and reminder invitations on Oct. 17, 22 and 25. All members were encouraged to participate, whether or not they had experienced sexual- or gender-based misconduct.

Out of 15,769 listed members, 3,507 participated in the survey, a 22 percent participation rate. This includes 316 who started but did not complete the questionnaire; their answers were retained. Median time to complete the survey was 7.2 minutes, including 11.3 minutes for those who had experienced sexual harassment or gender-based misconduct at an ASA event (and therefore were asked more questions), 6.9 minutes for those who had attended an ASA event but did not report such experiences and 5.6 minutes for those who had not attended an ASA event.

The demographic composition of the participant population resembles available demographic data on the full membership. The largest differences reflect fewer Asians and fewer student members among study participants than in the full population, and more whites and regular members. (See Appendix A.) The data were not weighted.

We cannot ascertain whether the experiences of those who participated in the study are different from those who chose not to participate. As such we recommend that the results be regarded as indicative, but not reliably representative, of the full ASA membership.

Perceptions and Warnings

- Given what they have heard or experienced, 15 percent of study participants regard sexual harassment at ASA events to be a problem or a major problem. Women and men say so about equally.
- Nineteen percent of study participants – 23 percent of women and 15 percent of men – consider other inappropriate gender-based behavior to be a problem or a major problem at ASA events. Such behavior may include gender-based disrespect, condescension or objectification.
- Thirteen percent of women (and 2 percent of men) have been warned by friends or colleagues to be on guard against sexually inappropriate behavior by a fellow attendee at an ASA event.

- Four percent of women (and 1 percent of men) have been warned to avoid specific ASA events because individuals who engaged in sexually inappropriate behavior might be in attendance.

Prevalence of Experiences

Eighty-five percent of study participants reported having attended one or more ASA events (defined as any meeting sponsored or co-sponsored by the association or its chapters or sections, as well as social gatherings related to such meetings). Among them:

- Fourteen percent of women said they experienced sexual harassment (3 percent) or inappropriate behavior that may or may not have constituted sexual harassment (11 percent) at an ASA event. The figure is 1 percent among men.
- Such experiences are more prevalent outside of ASA events. In workplace, graduate program or career-related venues or meetings unrelated to the ASA, 58 percent of women said they have experienced sexual harassment (31 percent) or inappropriate behavior that may or may not have constituted sexual harassment (27 percent), as have 14 percent of men.
- At an ASA event, 13 percent of women (and 5 percent of men) witnessed a sexually oriented conversation that they found to be inappropriate.
- Two percent of women said they experienced sexual harassment after an ASA event by someone they met at an ASA event.

The study asked participants whether they experienced any of 13 specific incidents of sexually inappropriate behavior or gender-based discrimination at an ASA event, regardless of whether or not they considered it sexual harassment. (Question items were mostly drawn from surveys by the U.S. Merit Systems Protection Board.) Among the results:

- Thirty-three percent of women reported having experienced at least one incident of sexually inappropriate behavior or gender-based discrimination at one or more ASA events.
- At the most serious, seven individuals reported having experienced rape, sexual assault, or attempted rape or sexual assault, while attending an ASA event. (More, 4 percent of women, or 44 individuals, reported this occurring in other professional or academic venues unrelated to the ASA.)
- Most common at an ASA event was “disrespect or condescension that you experienced as based on your sex/gender,” reported by 25 percent of women (and 1 percent of men).

- Eighteen percent of women (compared with 2 percent of men) have experienced “different treatment based on sex/gender (e.g., quality or nature of assignments)” at an ASA event.
- Also at ASA events, 10 percent of women have experienced each of the following: “unwelcome sexual teasing, jokes, comments or questions”; “unwelcome invasion of personal space that you experienced as sexual in nature (e.g., touching, crowding, leaning over)”; and “use of derogatory or unprofessional terms related to your sex/gender.” An additional 9 percent have experienced “unwelcome sexually suggestive looks or gestures.” One or 2 percent of men have experienced any of these.
- Other incidents at ASA events are less prevalent, experienced by 2 percent of women or fewer. While small in percentage terms, these include the following:
 - 24 women (and three men) have experienced “pressure for dates”;
 - 16 women (and four men), “unwelcome communications of a sexual nature (e.g., emails, phone calls, notes, text messages)”;
 - 16 women (and three men), “stalking (e.g., unwanted physical or electronic intrusion into your personal life)”;
 - Nine women (and two men), pressure for sexual favors;
 - As noted, seven individuals, rape or sexual assault or attempted rape or sexual assault; and
 - Two women (and two men), offers of preferential treatment for sexual favors.

Table 1. Ordered by prevalence.

Experiences at ASA Events			
	Women	Men	All
Disrespect or condescension that you experienced as based on your sex/gender	25%	1	11
Different treatment based on sex/gender (e.g., quality or nature of assignments)	18	2	9
Witnessing a sexually orientated conversation that you found inappropriate	13	5	8
Unwelcome sexual teasing, jokes, comments or questions	10	2	6
Use of derogatory or unprofessional terms related to your sex/gender	10	1	5
Unwelcome invasion of personal space that you experienced as sexual in nature (e.g., touching, crowding, leaning over)	10	1	5
Unwelcome sexually suggestive looks or gestures	9	1	4
Unwelcome communications of a sexual nature (e.g., emails, phone calls, notes, text messages, social media)	2	*	1
Pressure for dates	2	*	1

Experiences at ASA Events

	Women	Men	All
Stalking (e.g., unwanted physical or electronic intrusion into your personal life)	2	*	1
The presence of sexually oriented material in any format (e.g., photos, videos, written material) in an inappropriate context	1	1	1
Pressure for sexual favors	1	*	1
Someone offering preferential treatment in exchange for sexual favors	*	*	*
Rape or sexual assault or attempted rape or sexual assault	*	*	*
Other	1	*	1

* = < 0.5 percent

Frequency and Recency of Experiences

These generally were not one-time experiences. Participants who experienced these incidents at an ASA event were asked if they had occurred often, occasionally, rarely or once. Different treatment based on sex/gender was reported as having occurred often or occasionally by 59 percent of those who had experienced it; disrespect or condescension, by 54 percent; use of derogatory or unprofessional terms, by 51 percent; and unwelcome sexually suggestive looks or gestures, by 48 percent.

In the next tier of frequency, among those who experienced unwelcome sexual teasing, 39 percent said this occurred often or occasionally; witnessing a sexually oriented conversation, 34 percent; stalking, 30 percent; unwelcome invasion of personal space and unwelcome communications of a sexual nature, 29 percent each; and the presence of sexually oriented material, 28 percent. Other items were experienced less frequently.

Nor, for many, were these experiences long distant in time. As many as 28 percent said the harassing or discriminatory experience they reported occurred at an ASA event within the past year; as many as 60 percent said it had occurred within the past three years.

Incidents that were most frequent also were highest in recency. Among those who experienced disrespect or condescension, 60 percent said it occurred within the past three years; different treatment based on sex/gender, 53 percent; use of derogatory or unprofessional terms, 49 percent; and unwelcome communications or unwelcome invasion of personal space that was perceived as sexual in nature, both 44 percent.

Table 2. Ordered by frequency.

Frequency and Recency of Experiences at ASA Events, Among Those Who Experienced Each Item		
	Often or Occasionally	Within Past Three Years
Different treatment based on sex/gender (e.g., quality or nature of assignments)	59%	53
Disrespect or condescension that you experienced as based on your sex/gender	54	60
Use of derogatory or unprofessional terms related to your sex/gender	51	49
Unwelcome sexually suggestive looks or gestures	48	41
Unwelcome sexual teasing, jokes, comments or questions	39	37
Witnessing a sexually oriented conversation that you found inappropriate	34	42
Stalking (e.g., unwanted physical or electronic intrusion into your personal life)	30	23
Unwelcome invasion of personal space that you experienced as sexual in nature (e.g., touching, crowding, leaning over)	29	44
Unwelcome communications of a sexual nature (e.g., emails, phone calls, notes, text messages social media)	29	44
The presence of sexually oriented material in any format (e.g., photos, videos, written material) in an inappropriate context	28	34
Other	24	29
Pressure for dates	19	29
Pressure for sexual favors	6	0
Rape or sexual assault or attempted rape or sexual assault	0	14
Someone offering preferential treatment in exchange for sexual favors	0	0

Nature and Impact of the Most Disturbing Incident

ASA members who experienced sexual misconduct or inappropriate gender-based behavior were asked about the incident that was most disturbing to them. Fifty-eight percent reported that the incident harmed their well-being, whether a great deal of harm (2 percent), some (16 percent) or a little (40 percent).

Thirty-three percent said they mentioned the incident to their friends or colleagues. Many fewer reported the incident to others: Seven percent reported it to the person’s friends or colleagues; 1 percent to the person’s work or academic supervisors; 1 percent to the ASA; and 2 percent, other. No incidents were reported to the police or prosecutors.

Eighteen percent said that as far as they are aware the incident had a negative impact on their academic or professional career. This includes 1 percent who said there was a great deal of impact; 5 percent, some; and 11 percent, a little.

Among other incident details:

- Sixty-three percent said the incident occurred at JSM; 15 percent, at another national meeting sponsored or co-sponsored by the ASA; 8 percent, at a chapter or section meeting; 8 percent, at another ASA-sponsored event; and 4 percent, in another context.
- Sixty-two percent said the person who took the offensive action was senior to them professionally or academically.
- Fifty-five percent said it was someone they first met at the ASA meeting.
- Eighty-seven percent said it took place in a public place rather than in a private encounter.

Results Among Groups

For women, the perception and reality of such incidents rises with increased participation in ASA events. Thirty percent of women who have attended JSM more than 10 times said they have experienced sexual harassment or inappropriate behavior that may or may not have constituted sexual harassment at an ASA event. That fell to 13 percent of those who have attended JSM two to 10 times and 6 percent of one-time attendees. (Naturally, repeat attendance increases potential exposure.) There's no such difference among men.

Tenure in the association is a factor as well, with harassment or inappropriate behavior experienced by 18 percent of women who have been ASA members for more than five years, compared with 7 percent who've been members for less time than that. (It's important to consider that those who've been members longer might feel more comfortable reporting such behavior in a study initiated by the ASA.)

There also are gender differences in the impact of these experiences. Among members who have experienced sexual misconduct or inappropriate gender-based behavior at an ASA event, 65 percent of women said the most serious incident caused harm to their well-being, compared with 43 percent of men. (Twenty-one percent of women said it caused a great deal or some harm, as did 9 percent of men. Forty-five percent of women and 34 percent of men reported a little harm.)

Twenty-two percent of women said the incident had a negative impact on their career; 8 percent of men said the same. Seventy percent of women said the person responsible was senior to them professionally or academically. That declined to 42 percent of men.

Women also were more likely than men to have mentioned the incident to friends or colleagues, 37 vs. 26 percent – minorities in either case.

In terms of perceptions, 35 percent of women who have attended JSM more than 10 times said they see inappropriate gender-based behavior at ASA events as either a major problem or a problem; that declined to 25 percent of those who have attended two to 10 times, 19 percent of those who have attended once and 15 percent of those who have never attended the conference. Among men, 15 percent said inappropriate gender-based behavior is a problem at ASA events, with no meaningful differences by JSM attendance.

This extends to perceptions of sexual harassment. Twenty-four percent of women who have attended JSM more than 10 times said sexual harassment at association events is a problem, compared with 16 percent of those who've attended fewer JSMs and 8 percent of those who never have attended. Those compare with a steady 16 to 14 percent among men.

By membership level, senior ASA members are considerably less apt than others to see inappropriate gender-based behavior as a problem – 10 percent said so (essentially the same among men and women in this category). By comparison, 24 percent of early career members, 22 percent of student members and 19 percent of regular members said inappropriate gender-based behavior is a problem at ASA events. In terms of sexual harassment, 9 percent of senior members see this as a problem at ASA events, rising to 19 percent of early career members.

Personal Comments

Individuals who reported these experiences were invited to describe their personal feelings about them, to the extent they were comfortable doing so. More than 250 responded. A sampling of these personal comments follows, and the full list is provided in Appendix B.

The statements are personal, in many cases powerful, and highly individual. As such it would be a disservice to summarize them. Those who contributed them speak best for themselves:

“On my way back to my hotel, a senior colleague tried to get me to go to his room. I said I wasn't interested and that I was married. His persistence made me feel disrespected and nervous. He tried touching me, and I felt trapped. I did not want to run off to my room for fear he'd know where I was staying.”

“Followed me back to my room after a social meeting in a small group and wanted to come into my room. He got mad when I said 'no' and I had to close the door on him hard. At the next meeting of JSM he made a joke (not very nice) about it and I avoided him afterwards. In fact after a couple of years I did not see him again. It did make me uneasy being in the hall with only one man besides me for several years.”

“Being a female in a science career brings with it a certain amount of degradation. Not all members of the community feel as though I belong and they are happy to voice this opinion or make comments/remarks to this effect. It is comments and actions like these that disturb me and interfere with my work, to a

minimal extent. I have been dealing with this behavior for the past 15 years. Its frequency has decreased but it still exists.”

“Condescending behavior and treating women differently (less professional opportunity) is par for the course. We get it all the time, from a variety of colleagues, and it does not rise to the level of being reported.”

“A very senior, well-known statistician came up to me at a mixer and asked me to come up to his room. I declined. He persisted, saying that he had a good bottle of liquor. I politely declined again. He finally gave up. I didn’t say anything because I was a grad student looking for a job and didn’t want him to spread any nasty lies about me. My friend and advisor witnessed this but just laughed about it. It disturbed me a lot because I had looked up to this man, referencing his papers in my dissertation, only to find that he was a sexist jerk.”

“For a young female statistician, it is frustrating to not be heard professionally as closely as a man would.”

“In my presence, someone told me they were going to “kill that bitch” and “rape her” because of incorrect data input. I stated that those were strong words and I was told that it was OK because “she is pretty.”

“He put his hand on the small of my back at a business meeting when I was not in a position to move away. I felt he did it because he could, like a silent ‘screw you’ to #metoo.”

“I am a woman. My remarks were ignored in the moment and later attributed to a male member of the panel. This happens occasionally to women in professional settings, and it did to me at an ASA event. It was annoying; it always is.”

“I felt very uncomfortable [with] the way the person was looking at me – like I was being undressed.”

“I felt inferior, that the person was exercising some kind of superiority over me. I felt uncomfortable, demeaned.”

“I felt terrible, like a second-class citizen. This affected my self-confidence and it took me a while to recover. I was reluctant to attend ASA meetings for a long time.”

“I am a white male. This is not something I can change, but I’m often placed into a stereotype of a person of status and privilege. I often feel I’m verbally targeted as part of the problem anytime diversity and inclusion are discussed, and often there’s a belief that sexual misconduct is by white males. ... This past year there was a session related to diversity and sexual harassment. I did not feel welcome to this meeting.”

“I am a young female so the incident(s) that I am thinking of are not new or unique to ASA or JSM, but are indicative of a field that is dominated by older men. There is still a level of dismissal when questions are asked that are related to race, gender, or age. During one session this past summer at JSM I asked a question to a panelist about bias in the training data and they blew me off while failing to see that there was/is bias in the training data.”

“I am a young (grad student) woman and get a lot of older men using gender-based terms to describe me or my work. I gave a talk once and was called, ‘feisty’ as well as a few similar words by an older man,

which made me feel belittled. (The talk was based off of my dissertation research, and I do not feel it is appropriate to comment on me, and how, ‘cute,’ ‘sassy’ or ‘feisty’ I am after an academic talk). This has happened to me a few times, where older men use terms such as these to describe me in an ASA or work-place setting. I have also had some older men grab my hand or place a hand on my arm; nothing too inappropriate, but I doubt they’d do the same thing if I were a man. Such incidents do not bother me, much, but it’s sad that I’ve had to get used to them. They make me feel not included as a young statistician, and, as I said before, belittled, or put down.”

“I believe I am excluded from networking events because I’m a woman. My male colleagues have many more opportunities to make connections because they can go to dinner, golf or gather at the bar with important male contacts. Women are often excluded from these informal, but important, interactions.”

“I felt very surprised at first, then angry, then sad that those things happen. I started avoiding certain people, and also being more distant in my communications with people I suspect may be talking to me just because they have an interest rather than offering professional support.”

“I got out of research and went into a program office, then found a different job.”

“I have had my confidence shaken and really made me think I didn’t deserve to be in scholarly research. I’m continuously upset that some members of ASA have continuously berated women and people of color as being ‘overly emotional’ about discrimination.”

“I have internalized the condescending statements about my performance, preferential treatment, and gender, causing reduction in my confidence levels and hesitation to meet new people at the JSM. I believe this is not the belief of a majority of the JSM attendees or broader professional organization, however the associated emotional reactions at large conferences arise regardless.”

“I have seen or experienced assignment of ‘secretarial’ duties to female attendees, when any attendee (especially male) could have accomplished the task.”

“I hesitate to get involved in professional activities (committee work or other), and lately I have been considering withdrawing my membership.”

“I just feel that there is a wide culture of not providing the same level of respect to women as is provided to men, especially with regards to young or early career professionals.”

“I’m actually referring to the rather frequent use of sexist stereotypes in ASA presentations, often intended as humorous asides.”

“I would say that it fits in the category of ‘another thing to be guarded about’ – when I am around this individual (which is necessary because we are in a similar research area), I need to think about minimizing opportunities for him to say inappropriate things, or to degrade my work. It is a nagging thing that is a distraction from what I want to be thinking about at conferences and networking events.”

“I was coming out of the restroom at the back of the bar (JSM social event offsite) when I ran into a male I had just met that evening. The back of the bar was pretty deserted and the male cornered me and wouldn’t let me leave the area. Thankfully another male who I knew came to use the restroom several minutes later and realized immediately how uncomfortable I was. He physically moved the other male out

of the way, brought me back to my friends, and made sure I was okay. I have repeatedly seen this person at other professional meetings/events and it is extremely uncomfortable. I always try to avoid him.”

“It is always frustrating to be seen as less capable, less knowledgeable, less intelligent, etc., simply because I am a woman, and a young-looking one at that. Despite having years of faculty experience and an extensive research program, I am generally presumed to be someone’s student, particularly by senior men. It is profoundly discouraging.”

“It is very tiresome to be treated as a second-class citizen by older male individuals because I am a woman. It is degrading and annoying and takes too much energy to fight always.”

“It was mostly feeling belittled for being younger and female, not being given the same respect, being interrupted, and feeling uncomfortable at the suggestive conversations around me.”

“It was my first JSM. I found myself far more guarded than normal during the rest of the conference. I’ve also decided because of the incident that I am not going to apply to his school nor company. It feels like a big decision because I am still an undergrad. I will not find myself alone with a man I do not know anymore, it scares me, and I don’t know what to do in awkward situations that are past my boundaries. At the same time, I feel it’s my fault because I didn’t know what to do.”

“I’ve only been to JSM twice, but it kind of felt like a minefield trying to navigate conversations with men (more so than other conferences I’ve been to). You think you’re networking and having an interesting professional discussion with someone, only to have them express romantic or sexual interest. It’s not super aggressive or threatening, just uncomfortable and disappointing for someone who came there to network.”

“It’s discouraging to travel to an ASA event to learn about topics that I’m professionally interested in, and then either have older, male attendees elbow in front of me to ask their questions/cut me off, or have a male presenter dismiss my question.”

“Opportunity arose to participate in an ASA initiative. Found out the sponsors of the initiative said it was only for women. If ASA tried to run a men only event there would be massive protests. Why is it OK to run women only initiatives? Gender bias and discrimination works both ways. Very hypocritical of ASA. But I can’t complain because I am a man.”

“Since the incident, I became more careful around males in general, and more concerned with attending conferences by myself. Before the incident, I naively thought that our community, or more generally the community of academics of the most brilliant minds, was very clean and safe. Now the peace of mind is gone.”

“The inappropriate incidents that I witnessed occurred at JSM dance parties. Primarily they were crude comments about the dancers. However, it was also obvious that some males were clearly hitting on and approaching attractive women.”

“This is not comfortable to admit but being a white male in the ASA makes you a target for assumed discrimination. Others, especially younger females, sometimes discredit based solely on gender and age. This seems to be encouraged even.”

“Unfortunately, I feel, observe, and experience that it is pretty common for senior males to disrespect the opinions and even the presence of junior female faculty.”

“What was most unpleasant to me was the fact that I felt powerless. I witnessed inappropriate behavior, in a highly public setting, where many other people were also witnesses. People in power did nothing to stop the inappropriate comments (such as shutting down the talk or making a comment after the fact) and while the colleagues I spoke to were also upset and found it inappropriate, we didn’t feel like we had much recourse. A few colleagues privately reached out to the person in question, but nothing came of it. It just felt normalized.”

“You feel you can’t say “no” or leave, without a kind of professional punishment. So, you say nothing.”

Incidents Unrelated to the ASA

Study participants also were asked about their experiences at academic or professional events unrelated to the ASA. The prevalence of improper sexual- or gender-based conduct makes clear that the problem is a broad one, in no way limited to ASA events. As noted above, 58 percent of women who participated in the study report having experienced sexual harassment or behavior that may have been harassing in a workplace, graduate program or other career-related venue or meeting. (This compares with 14 percent at ASA events.)

The ordering of specific behavior items outside ASA events is similar to those at ASA events. Sixty-four percent of women (compared with 8 percent of men) have experienced gender-based disrespect or condescension and 56 percent of women (and 13 percent of men) have experienced different treatment, such as the quality or nature of assignments, based on sex/gender.

From 32 to 41 percent of women have experienced the use of derogatory or unprofessional terms related to their sex/gender, unwelcome sexual teasing, unwelcome invasion of personal space or unwelcome sexually suggestive looks or gestures at non-ASA events. Ten to 15 percent have experienced pressure for dates, unwelcome communications of a sexual nature, the presence of sexually oriented materials or stalking. Seven percent have experienced pressure for sexual favors, 5 percent have had preferential treatment offered in exchange for sex, and 4 percent – 44 individuals – report rape or sexual assault or attempted rape or sexual assault.

Table 3. Ordered by prevalence.

Experiences Not at an ASA Event			
	Women	Men	All
Disrespect or condescension that you experienced as based on your sex/gender	64%	8	29
Different treatment based on sex/gender (e.g., quality or nature of assignments)	56	13	30
Use of derogatory or unprofessional terms related to your sex/gender	41	7	20
Unwelcome sexual teasing, jokes, comments or questions	40	12	23
Unwelcome invasion of personal space that you experienced as sexual in nature (e.g., touching, crowding, leaning over)	34	8	18
Unwelcome sexually suggestive looks or gestures	32	7	16
Unwelcome communications of a sexual nature (e.g., emails, phone calls, notes, text messages, social media)	14	4	8
Pressure for dates	15	2	7
The presence of sexually oriented material in any format (e.g., photos, videos, written material) in an inappropriate context	15	8	11
Stalking (e.g., unwanted physical or electronic intrusion into your personal life)	10	3	5
Pressure for sexual favors	7	1	4
Someone offering preferential treatment in exchange for sexual favors	5	1	3

Experiences Not at an ASA Event

	Women	Men	All
Rape or sexual assault or attempted rape or sexual assault	4	*	2
Other	2	1	1

ASA Standards and Attitudes Toward the Association

Members who participated in the study were largely unaware of ASA policies to encourage reporting of inappropriate sexually oriented or gender-based misconduct at association events. Seven percent said that as far as they are aware the ASA does have an adequate reporting system in place; 4 percent said it does not, and 88 percent said they don't know what is in place.

Sixty-eight percent, further, had no opinion on whether or not the ASA Meeting Conduct Policy adequately addresses the issue of sexual misconduct at ASA events. Twenty-seven percent said this is addressed adequately, while 5 percent said it is not.

More generally, 86 percent said their membership in the association was very or somewhat important to them personally (36 and 50 percent, respectively). Eighty-eight percent called it important for professional development (including 46 percent who called it very important for this purpose); 74 percent called it important for developing and maintaining career contacts (32 percent, very important); and 46 percent called it important for developing and maintaining personal friendships (15 percent, very important).

Seventy-four percent of study participants reported attending JSM one or more times; 51 percent have attended one or more chapter meetings. Among other events, 12 percent have attended CSP; 11 percent, the Biopharm Workshop; 8 percent, WSDS; 6 percent, the Symposium on Data Science and Statistics; and 33 percent, other workshops.

Policy Recommendations

Study participants were asked for comments and suggestions for ASA policy development on the issue of sexual harassment. More than 800 members responded; full verbatim responses are provided in Appendix C.

Many comments focused on a need for better distribution of the current Meeting Conduct Policy; among the suggestions were including it with conference registration materials, posting it at registration sites, requiring acknowledgement of the policy via registration or the conference app and reading the policy at the start of each session or before conference keynotes.

Other members suggested awareness-building efforts around the issue, including signage; videos; workshops; sessions and panel discussions; training for session chairs, session coordinators and volunteers; inclusion of the topic in JSM's presidential address; and leadership on the issue by female ASA past presidents. Members recommended addressing not only overt

harassment, but also gender-based misconduct including disrespect and condescension, such as interrupting or cutting off female speakers.

One participant said, “I think among the most insidious behaviors is cutting off a female mid-speaking. It reveals an underlying disrespect due to the speaker being a woman. This can be in personal (conversation), group, or even presentations or posters. It would be good to have this behavior singled out as being disrespectful, maybe in the program guide.”

Commenters suggested a more detailed policy, more clearly specifying the nature of behaviors the Association deems unacceptable. For example, one member noted, “You may want to remove ‘unlawful’ from the first paragraph of the Meeting Conduct Policy. The ASA obviously doesn’t condone any unlawful activities. It also seems to imply the ASA is not concerned with harassment, etc., unless it falls on the wrong side of the law.”

There was broad concern about the current reporting mechanism. Reporting to the “organizer of the activity” was seen as impractical, inappropriate or both. An ombudsperson or trained point-person, call-in number and help desk were suggested. It was noted that a female point of contact is essential. One member suggested a button to report misconduct on the conference app.

A comment on reporting procedures was telling: “It’s difficult to contact and figure out who the ombudspersons are, and what the consequences and the investigation process entail. Needs more transparency. I didn’t finish reporting because I was afraid. I did not want to report then be told nothing was going to happen, or that the ASA did not believe me.”

Some members requested clarity on the investigative procedure, including anonymity for those involved (or, in some cases, identification of perpetrators) and an explanation of the process. Some expressed concern about due process and the rights of the accused. Others worried about protection of accusers against retaliation. Some suggested that complainants need encouragement and confidence that they will be heard; one called the current policy too “passive.”

Two examples:

“When an allegation is made, the ASA policy says *nothing* about how the allegation will be investigated to determine if it is true. No mention of presumption of innocence, due process; who collects evidence, conducts interviews, and how; etc. ASA has half a policy at best.”

“The current meeting conduct policy is a good statement, but it isn’t clear if any institutional support is behind it. It isn’t clear whether or how an investigation might be conducted, and that could either imply that complaints might not be taken seriously, or it could imply that there may not be due process for the respondent. Either direction would be problematic, so having more detail would be helpful for everyone. Another concern is that there is no stated protection from retaliation.”

Further comments requested clarity on consequences, including membership status, future event participation, censure, revocation of previous awards and honors, notification to perpetrators’ employers or home institutions and referral to law enforcement authorities. Some saw repeat offenses as too lenient a trigger for consequences; several recommended a zero-tolerance policy.

Two relevant comments:

“Some prominent statisticians have been accused of overt sexual harassment. If ASA officials were to investigate such allegations and find them to be true, and then if perpetrators were to lose their ASA membership, this would send a clear message that such behavior would not be tolerated.”

“It is very difficult to see exceedingly well-known statisticians at meetings, who have been allowed to get away with harassment and inappropriate behavior because of their stature in the field. While some individuals were fortunate to be warned about their behavior, not everyone knows, and thus these individuals do put young women at risk and lead to women leaving our field.”

Some suggested expanding the policy to reference LGBTQ individuals, racial/ethnic minorities and weight or disability status.

It was recommended that affected individuals – e.g., those who have been subjected to harassment or disrespect – take a role in policy formulation.

Reviewing policies and/or training materials of other organizations was recommended. Those mentioned include APA, AERA, the American Mathematical Society, the Boy Scouts of America, ISBA, PYData, useR! and the gaming conventions PAX and PAX East.

Alcohol at ASA-related social events was mentioned as a factor in inappropriate behavior, albeit with no specific suggestions on whether or how to address this.

Appropriate venues for job interviewing – not in hotel rooms – was raised, as were expectations for vendors at the JSM EXPO.

Some members saw the issue as overblown, suggesting that the Association was wasting its time and resources in pursuit of political correctness. Per one, “ASA should devote less time to promoting the latest left-wing political causes.”

Others urged constraint; two examples:

“As a proud female statistician, I want to raise caution that we do not go overboard in correcting for perceived/alleged but unsubstantiated wrongs – particularly those long in the past for which no reasonable evidence-based case can be made.”

“Don’t forget to address due process and proportionality in policy development. Given the current political environment it seems many individuals may be eager to punish any perceived transgression, whether warranted or not, with excommunication from the ASA. I hope this is not what is needed for a misplaced joke or awkward comment.”

Others called for a change not only in policy but in the ASA’s culture. This included calls for greater diversity throughout the association, as well a meaningful, across-the-board commitment

to gender equality across the spectrum, addressing disrespect as well as outright harassment. To close this report, a selection of those comments may best suggest the path ahead:

“There is a need for more female colleagues at all levels of ASA and departments. The culture is still full of machismo and posturing. My suggestion is that before every session, meeting or presentation, a statement on civility and a reminder of what discrimination based on gender/sex/race/disability is not permitted nor tolerated by the members. The perpetrators still may engage in that behavior, but younger colleagues may learn.”

“Institute an announcement/warning prior to each session (something like, ‘We will not tolerate any inappropriate behavior here.’ ‘Enough is enough and such behaviors are not acceptable here anymore.’ Strong language and tone for these are important). Also, clear encouragement for reporting AND strict enforcement of sanctions.”

“JSM in particular is very much a ‘male space.’ Usually most of the big speakers and awardees are men. I think changing this aspect of the conference is essential to creating a safer climate at JSM.”

“Sexual harassment policies should encompass larger issues of gender discrimination in statistics and science. This should include ensuring adequate representation of women on panels, in invited talks, and in organizing roles and awardees.”

“Having more women/minorities in visible positions (ASA leadership but also named lectures and prominent discussants at conferences) helps set the tone of who (and which genders/backgrounds) are accepted and respected by the profession. Having this public conversation about harassment should help.”

Appendix A: Sample Distributions

Demographic Comparison of Study Participants and Full Membership			
	Study Participants	Full Membership	Difference
Sex			
Female	39.1 (n=1,272)	36.8	2.3 pts.
Male	60.9 (n=1,983)	63.2	-2.3
Race/ethnicity			
White	77.7 (n=2,416)	59.9	17.8
Black/African American	2.4 (n=76)	3.4	-1.0
American Indian/Alaska Native	0.1 (n=3)	0.1	0
Asian	13.8 (n=429)	30.5	-16.7
Hispanic/Latino/Latina	1.8 (n=57)	3.1	-1.3
Other or multiple races	4.2 (n=130)	1.9	2.3
Academic degree			
Associate degree	0.2 (n=7)	0.4	-0.2
Bachelor's	6.1 (n=199)	9.1	-3.0
Master's	29.6 (n=972)	31.2	-1.6
Doctoral	63.7 (n=2,090)	58.2	5.5
Other	0.5 (n=15)	1.1	-0.6
Employment sector (if employed)			
Academic	48.9 (n=1,495)	45.3	3.6
Business/industry	26.9 (n=824)	29.8	-2.9
Government	11.0 (n=336)	9.5	1.5
Consultant/self-employed	5.6 (n=170)	4.2	1.4
Other	7.6 (n=233)	11.2	-3.6
Membership type			
Regular	55.1 (n=1,933)	46.7	8.4
Senior	10.6 (n=372)	8.1	2.5
Student	16.0 (n=562)	29.4	-13.4
Two-year educator	0.7 (n=23)	0.6	0.1
Early career	8.1 (n=283)	8.0	0.1
K-12 teacher	1.7 (n=58)	2.0	-0.3
Developing country resident	1.2 (n=43)	1.2	0
Family	0.5 (n=17)	0.5	0
Life	5.7 (n=201)	3.2	2.5
Institutional representative	0.3 (n=11)	0.2	0.1

Calculated using ASA membership data. For purposes of this comparison, missing data were percentaged out of each base.

Appendix B: Personal Statements

This appendix lists all substantive responses to Q23: “To the extent you are comfortable doing so, please describe any personal feelings you have about this incident in your own words.”

A colleague repeatedly pushed his toe into my bottom when he sat behind me at a JSM session. This happened off and on for several minutes. When I turned around to see who it was, it stopped. Later I asked him if he was trying to get my attention or why it happened. He said he was just exercising his foot and didn't notice that he was pressing it into my bottom. We had a laugh about it, and maybe he indeed was listening to the talk and not paying attention to his foot. It was weird.

A colleague used “An ova” in place of “ANOVA” when female students were present. To me, this was not necessary to remember the meaning of Analysis of Variance.

A couple of tasks needed to be completed before an event that an ASA-affiliated person was organizing. The male graduate student was given more networking/professional tasks, while administrative tasks like hanging signs and organizing other aspects of the event were relegated to me, a female graduate student. While this didn't necessarily hurt my professional growth in any strong way, it did mean that I was less inclined to join the ASA for some number of years and left me with not the best first impression of the ASA. It felt unintentional but did confirm some gender stereotypes.

A female colleague was getting bought drinks by a more senior faculty member from a different school. I (male) was not and she told me later that she felt uncomfortable and I stayed with her until the night ended.

A friend and colleague I supervised was accused by women in my group and I supported their concerns while it was personally very difficult for me.

A high-level male member of ASA told sexually explicit jokes – no members of the opposite sex in attendance A high-level female member of ASA told other female members that I did not respect females, which is definitely not true.

A male attendee, assumedly an ASA member, at my talk made a point of stopping me afterward and commenting on the way I was dressed. He commented that I seemed uncomfortable in my clothing and should wear other clothing for future presentations. The whole encounter made me feel very vulnerable and was a bit shocked to find that a male member (who was a stranger) determined it was his responsibility to make sure I was told about my clothing. Since this was my first talk at JSM, I was not keen on going back and I rarely have.

A person senior to me made an inappropriate comment about a colleague that was sexual in nature. There were no real consequences, and the colleague had only minimal effect.

A very senior, well-known statistician came up to me at a mixer and asked me to come up to his room. I declined. He persisted, saying that he had a good bottle of liquor. I politely declined again. He finally gave up. I didn't say anything because I was a grad student looking for a job and didn't want him to spread any nasty lies about me. My friend and advisor witnessed this but just laughed about it. It disturbed me a lot because I had looked up to this man, referencing his papers in my dissertation, only to find that he was a sexist jerk.

All I saw was someone during a presentation say something (I don't quite remember what) that suggested that women were not as capable as their male counterparts.

Although the incident did not bother me (because I was in a position of power and needed nothing from the offending party), I would have had a much different reaction if I had been a junior faculty member trying to get tenure in any university.

Angry because the person misled me, posted on ASA board he needed a ride to the event. I had no intention of any further activity and he couldn't listen. Thankfully no assault but I am not doing that again. No direct career harm, though maybe indirect as I no longer attend the annual event where it happened.

Annoying.

Annoying.

As I indicated when answering the previous questions, I was subjected to inappropriate behavior and stalking at an IMS event a week or so prior to a JSM. It did shake me up quite a bit at the IMS and I was quite on edge at the JSM. It did affect my life in a general way as I, to this day, remain nervous and reserved when meeting men that could potentially see themselves as suitors.

As I'm now an older woman, direct sexual harassment is no longer a major problem. But it certainly was in the past, and I could recite chapter and verse and give you some hair-raising examples. I doubt that younger women attending JSM are altogether free from that experience. I'd like to think it is less common now, and that there is more awareness and effort to address and prevent incidents. Differential treatment or less respect for women, however, remains noticeable if not pervasive, even for people who are quite senior and distinguished in the field. Note that this is not typical of EVERY member of ASA, or every man. It just does occur, and after years of dealing with it, most women my age and seniority are really pretty tired of it.

As with the society at large, there are some people who minimize or ignore the contributions of women. Also, I notice that what ASA characterizes as a valuable contribution to our discipline tends to be more focused on those areas that are more male-dominated.

ASA should avoid using the term "sister" organizations as this is a sexist term.

At a networking event, a man made a sexist comment to me and other women graduate students. We stopped talking to him and walked away. It was unappreciated but not a big deal.

At breakfast, a senior colleague put his hand on my leg while giving me professional advice at an ISBA meeting. I initially thought he was being kind and was interested in my research but later heard that he often preyed on young women at conferences. He has since been reprimanded by ISBA for his behavior towards other women.

At the time as a graduate student, I was embarrassed and angry. I avoided situations where he might be such as conferences and societies. This had an impact on my ability to interact with senior faculty and professionals. Further, their friendships and professional relationships with him implied consent for his aggressive and sexually explicit interactions with females, which were rampant and largely out in the open. This behavior was allowed to be normalized.

Basically, the incident contributed to my avoidance of certain meetings and consequent topics

Behaviors: mild condescension, assumption that I was supposed to act in a subordinate role because I was female. This was a rude but essentially trivial incident, no more than an annoyance, because the person was not senior to me, nor in a position to affect my status or behavior in any way.

Being a female in a science career brings with it a certain amount of degradation. Not all members of the community feel as though I belong and they are happy to voice this opinion or make comments/remarks to this effect. It is comments and actions like these that disturb me and interfere with my work, to a minimal extent. I have been dealing with this behavior for the past 15 years. Its frequency has decreased but it still exists.

Being assessed as an object to LOOK at rather than being viewed as an equal is EXHAUSTING. I can't win... if I say something to communicate the comment is unprofessional/unwelcome, then I am a bitch; if I don't say anything... I am left wondering why that man said what he did to me... and the burden is left on me. Exhausting.

Both intentionally and unintentionally I give off a "clueless" vibe. And/or I'm unattractive! So the serial predator didn't get anywhere with me the time when we had dinner together (just the two of us) at a conference – I missed any hints given. This person has been fully collegial whenever we've interacted in the many years since. I suppose it would have been advantageous to me professionally to seek out his company more often (since he is a senior biostatistician in our shared collaborative field), but whether or not it was true that he was a predator, I did not seek him out beyond when I felt I had to.

Brushed off as male ego at work.

Condescending behavior and treating women differently (less professional opportunity) is par for the course. We get it all the time, from a variety of colleagues, and it does not rise to the level of being reported.

Condescending behavior from recognized senior statistician.

Condescending remarks made by other conference attendees, surprise about my position given my gender and age.

Confidence reducing; spent a lot of energy thinking about it; distracting.

Desensitized.

Discomfort with this person that has led to caution but not widespread discomfort with other ASA members or colleagues nor abandonment of ASA events.

Disgust that respect seems to be in short supply.

Disgusted by how sexist his community is and how women are treated and viewed as inferior intellectual ability and objects.

Don't feel comfortable sharing: usually the idea that someone else wrote my papers or my work, that someone else (man typically) knows more about my own work, not important as the work of other men whose papers are far less strong [than] my own, etc.

During a conversation with a woman I didn't know, she twice put her hand on my shoulder, once while rubbing me. Also, in two separate incidents during the same conference, a person assumed that I did not know about something discussed at the conference because of my gender.

During an interview with one of the companies at an ASA-sponsored event I was asked by a male interviewer if I plan to start having children soon, maybe out of curiosity, or in the context that I would need time off for a kid.

Followed me back to my room [after] a social meeting in a small group and wanted to come into my room. He got mad when I said "no" and I had to close the door on him hard. At the next meeting of JSM he made a joke (not very nice) about it and I avoided him afterwards. In fact, after a couple of years I did not see him again. It did make me uneasy being in the hall with only one man besides me for several years.

For a young female statistician, it is frustrating to not be heard professionally as closely as a man would.

Frustrating to be treated like a secretary or assistant when I was an experienced professional statistician wanting to be helpful, disappointed afterwards to realize I shouldn't be helpful (for example, carry things, help pick up things) or else I don't look like I am there for the content.

Given that the person who condescended me was someone I had known to be that kind of a person generally, it did not surprise me. It did bother me though because I would like to think that among statisticians, we are all equal, but I guess not all people feel that way.

He put his hand on the small of my back at a business meeting when I was not in a position to move away. I felt he did it because he could, like a silent “screw you” to #metoo.

He was an advisor for my PhD thesis; I never met with him privately again although he continued to call me after I finished my PhD.

How can I ever feel safe and welcome in the profession? Believe that I am evaluated fairly on the merit of my work? Encourage my students to pursue statistics/data science careers?

I “took shelter” at the JSM in 1970 with an acquaintance who was, I discovered, involved at that moment in a matter of business in which an outsider would properly be excluded (though it was being conducted in a very public setting). The acquaintance kindly allowed me to sit at the edge of his group when I told him about being followed. The memory of my intense embarrassment at my intrusion into the group – overridden by desperation to shed my follower – remains sharp.

I am a senior and well-known woman now and I am treated very respectfully. I am referring to the run-of-the-mill everyday sexist comments that we all hear regularly, and I used to hear more when I was more junior and less well-known, such as people expressing surprise at the fact I have children and still do research. I cannot provide specifics because I do not remember any, such comments are common, but I do think not acceptable. I am not distressed by them personally.

I am a white male. This is not something I can change, but I’m often placed into a stereotype of a person of status and privilege. I often feel I’m verbally targeted as part of the problem anytime diversity and inclusion are discussed, and often there’s a belief that sexual misconduct is by white males. I find that these discussions. This past year was a session related to diversity and sexual harassment. I did not feel welcome to this meeting.

I am a woman. My remarks were ignored in the moment and later attributed to a male member of the panel. This happens occasionally to women in professional settings, and it did to me at an ASA event. It was annoying; it always is.

I am a young female so the incident(s) that I am thinking of are not new or unique to ASA or JSM, but are indicative of a field that is dominated by older men. There is still a level of dismissal when questions are asked that are related to race, gender, or age. During one session this past summer at JSM I asked a question to a panelist about bias in the training data and they blew me off while failing to see that there was/is bias in the training data. Afterward an African American female came up to me and thanked me for asking the question, acknowledging and validating my inquiry.

I am an undergrad and my school hosted the ASA DataFest. One of the male consultants seemed to only want to communicate with the only male on our student team. I tried to direct questions to him and he didn't seem to take me seriously and seemed bothered when I asked. I can't say for sure if it had anything to do with me being female (which is why I didn't report it) but it came across as such. I can recall being very angry about it.

I am comfortable in my skin and not afraid to push back. These types of incidents do not really have an effect on me.

I am left with conflicting feelings about the person, someone with whom I had worked for some time and looked on as a colleague. He crossed a boundary and retreated when I objected. It all happened so quickly...I am left wondering if I am making too much of it.

I am not sure if there will be a place to give details on any incidents later, but I wanted to describe the situations I face frequently. I am a young (grad student) woman and get a lot of older men using gender-based terms to describe me or my work. I gave a talk once and was called, "feisty" as well as a few similar words by an older man, which made me feel belittled (The talk was based off of my dissertation research, and I do not feel it is appropriate to comment on me, and how, "cute," "sassy" or "feisty" I am after an academic talk). This has happened to me a few times, where older men use terms such as these to describe me in an ASA or work-place setting. I have also had some older men grab my hand or place a hand on my arm; nothing too inappropriate, but I doubt they'd do the same thing if I were a man. Such incidents do not bother me, much, but it's sad that I've had to get used to them. They make me feel not included as a young statistician, and, as I said before, belittled, or put down.

I am now retired but I worked in academia for 20 years – from that experience I learned I needed to avoid professional work for such type individuals. I recognized this would limit the type of work experiences I was exposed to. I adjusted my life accordingly. It would be different now, I would hope. Times have changed, but there will always need to be awareness, from both genders/sexes as well as within the policies and procedures of any organization. Without the policies and procedures, there possibly will be no change. I am very glad to be safe and retired.

I am personally made very uncomfortable by any individual abusing their own power and privilege to harm another person, especially in the context of sexual harassment and assault. While I personally have not had any direct experiences with sexual harassment or assault (to my knowledge), my colleagues and friends have had such experiences, and it behooves us as a community to make sure that ASA-sponsored events are safe spaces for everyone.

I am referring to a situation in which a female colleague hid her gender in the lead-up to JSM for fear of her work being received differently. It didn't hurt either of us, it was just disappointing.

I am reporting what I saw happened to others. The man proposition was astounded and a bit put out, but not about to take the woman up on her proposal. I seriously doubt that he was harmed. The man inappropriately touched was not harmed either; it was a public "come-on" and he just

brushed it off. I have had inappropriate behavior directed at me, but not at any ASA events. The ASA interview space is an improvement over the (very) old hotel-room interviews.

I basically just stopped going to social events at conferences, especially where there would be alcohol. Which isn't a huge deal, just 1) obnoxious that that's a thing and 2) problematic because it's an issue that disproportionately affects women. Behavior at those events ranges from unwelcome but not malicious at all (being kissed on the cheek or forehead by professors when male colleagues get a handshake) to decidedly unwelcome (unwelcome propositions while clearly married).

I believe I am excluded from networking events because I'm a woman. My male colleagues have many more opportunities to make connections because they can go to dinner, golf or gather at the bar with important male contacts. Women are often excluded from these informal, but important, interactions.

I believe that as a cisgender male I received benefits based on my gender (not detrimental treatment).

I believe the incident to be merely a very forward attempt at dating, but it caused me to try to avoid this person during the meeting as I thought I wasn't giving signals. So I don't blame the person especially since they stopped following up with me after a month.

I choose not to work in the same organization with the person.

I didn't act on this because the person in question was a "known bad actor." I feel bad that I did not speak up.

I didn't experience the incident personally; it was to a colleague/friend who told me how upset she was over it at an ASA event.

I don't recall the exact meeting which is why I selected meeting other than JSM. It has been awhile. It was someone I knew from grad school that I met at a meeting afterwards (maybe an alumni reunion event held in conjunction with JSM or ENAR?). I felt very uncomfortable [with] the way the person was looking at me – like I was being undressed. I am pretty sure I talked to one of my friends/acquaintances who also knew this person about it as I remember someone (another female) being supportive and agreeing it was (probably) not my imagination. There was nothing that could be reported. I made a point not to be around this person the rest of the meeting and have not seen him at another meeting since.

I felt deeply disappointed to witness an "educated" person behave against a young female. This behavior is so rooted in the culture that he (and people around) seemed unaware of this issue.

I felt disappointed, in various ways, because of the incident. While I feel the incident is unlikely to repeat, it did cause me to have a plan for JSMs (and any professional event) to stay aware of boundary busting attempts. I stay aware by having conversations in groups or at least very public

places and using keen listening skills, watching nonverbal cues and “checking in with myself” to label inappropriate remarks as yellow or red flags.

I felt inferior, that the person was exercising some kind of superiority over me. I felt uncomfortable, demeaned.

I felt my opinions were not taken seriously because I was young and female. That was so common back then that I just took it as normal behavior by senior males. I was not likely to argue with him.

I felt pressure to conduct a job interview outside the event that felt inappropriate.

I felt terrible, like a second-class citizen. This affected my self-confidence and it took me a while to recover. I was reluctant to attend ASA meetings for a long time.

I felt those sex-related jokes [were] inappropriate and not funny. I was amazed that the person who made the joke considered himself humorous for having these jokes. I didn't laugh and simply changed the topic.

I felt used. Little happened, and I didn't want what did happen, but boy did he want it! I've never had any contact with him since.

I felt very surprised at first, then angry, then sad that those things happen. I started avoiding certain people, and also being more distant in my communications with people I suspect may be talking to me just because they have an interest rather than offering professional support. I am afraid this may have negative consequences going forward, although I am not aware of any consequences at this point.

I found it annoying and offensive on principle, but not really something that affected me much as it was from someone that I have known for a long time who often makes awkward jokes. I have experienced several more serious cases of sexual harassment both in my career and at other conferences, but not at ASA-sponsored events.

I got out of research and went into a program office, then found a different job.

I have always felt slightly uncomfortable at ASA events. Early in my career, there were few enough females, that individuals routinely said and did inappropriate things that distracted me from focusing on the positive professional benefits of attendance. Small things add up over time, and I think it leads to women having slight disadvantages for small things that then lead to them not having the same quality and quantity of opportunities available to them throughout their careers.

I have been a working professional for many years and have come to know that some males make nasty comments – sexual innuendos or gender capacity questioning – to put women down just to give themselves a mental boost. Mostly it is just unnecessary stupid and petty behavior,

but it is clear that women still are not assessed fairly professionally, although things seem to be getting better as there is more public acknowledgment that this kind of behavior is professionally unacceptable.

I have done my best to ignore such events and/or take myself out of harm's way. I carefully planned my wardrobe to be "unprovocative" and businesslike at all times. I avoided being the secretary of any ASA unit, because I believed that to be a track with a negative connotation. Early in my career, I used my initials instead of my first name on papers, to avoid reviewers' gender bias when possible. Recognizing that the societal climate for women has changed enormously during the years of my ASA membership, I feel that issues I personally experienced in connection with ASA were rather small, and I was somewhat buffered by the women who went before me and the men who were proactive in inclusion of women. Indeed, ASA gave me opportunities when there were limited opportunities at my home institution. It is complicated to look back through the lens of today at slights that were well within the social mores of the times. So... personal feelings? Fear, determination, careful protection of my professional self. I had to be less emotional than men.

I have had my confidence shaken and really made me think I didn't deserve to be in scholarly research. I'm continuously upset that some members of ASA have continuously berated women and people of color as being "overly emotional" about discrimination.

I have internalized the condescending statements about my performance, preferential treatment, and gender, causing reduction in my confidence levels and hesitation to meet new people at the JSM. I believe this is not the belief of a majority of the JSM attendees or broader professional organization, however the associated emotional reactions at large conferences arise regardless.

I have seen or experienced assignment of "secretarial" duties to female attendees, when any attendee (especially male) could have accomplished the task.

I have seen over the years that women are making up an increasingly larger proportion of statistics and biostatistics departments, both in academics and industry. Yet a boys' club mentality is pervasive when men are in the topmost leadership positions. Getting positive professional attention from such clubs often comes part and parcel with tolerating inappropriate and offensive behaviors. It's a jarring reality I've faced as have others. Thankfully it didn't damage me personally or professionally, because the behaviors were on the milder end of the spectrum. The entitlement to such behaviors is nonetheless disturbing. I'm glad to see ASA seeking out this information and hopefully taking bold steps to create a safer, respectful culture.

I have too many feelings about this situation to get them down without understanding what they are going to be used for. If you are interested in asking me directly please feel free to have someone contact me but I can't compile a single paragraph to sum up how I feel about the situation, the process, the response from the school, the result of the complaint, the denial and lack of accountability from the institution.

I have witnessed a small number of senior academics making inappropriate advances to graduate students and junior academics. This was usually in public at social events.

The person that made the comments regarding my gender did it towards all female colleagues. It was well-known that he did that by his department and my guess is of his colleagues. Senior female colleagues advise not to pay attention.

I haven't had any severe sexual harassment issues, but I did have several low-level gender bias issues the last time I attended JSM (two years ago in Baltimore). I didn't have particularly negative feelings about it (honestly, it fell more into the category of, "this is more of the same"), but I did opt out of JSM this year because I didn't want to deal with it again. More than anything I just felt tired of it.

I hesitate to get involved in professional activities (committee work or other), and lately I have been considering withdrawing my membership.

I just brushed it off as part of who the individual is. That's not right of course but the comments weren't targeted at me directly and he would have said it to any women. Again, it's not right and I should have stopped the comments but it's not the first time he's said disparaging things about women, so I just rolled my eyes and moved on with what I was doing.

I just feel that there is a wide culture of not providing the same level of respect to women as is provided to men, especially with regards to young or early career professionals.

I may have misconstrued the question, since it seems very personally directed. I'm actually referring to the rather frequent use of sexist stereotypes in ASA presentations, often intended as humorous asides.

I prefer not to answer. Revealing details will unveil the person. The person may just be inappropriate, but I was uncomfortable and glad to get away from the situation. Talking about such incidents does little good and recreates more harm to the offended. Most of the people who do such things are probably socially awkward or terribly nervous in crowds. I do not want to look into another person's soul.

I really don't understand why some male peers still think they are superior over females. It is already the 21st century, and they still do not value gender equality. If the workplace operates like this, women are going to earn less because their work is not valued as much as the work done by men.

I saw this as "traditional bombast" of senior, older, male faculty. I interpreted it as part of how he embodied his position, and not personal about who I was, except for my demographics.

I shrugged it off.

I think it was just a moment of immaturity to show “off-color” material. After the incident life went on as usual...no residual effects.

I think it was really just the immaturity of some in our profession and the tendency of statistical meetings to be mostly male.

I think that women are sometimes given preference to men for “diversity” sake. All should be treated the same regardless of gender. Another general issue for this topic is that “‘The victim’ gets to define the crime.” By this I mean that the exact same behavior can be innocent to one person and “criminal” to another. This is unjust.

I was deceived by a perpetrator of lies. The perpetrator wanted to leverage my wish for a professional relationship by misleading me with deceptive and untrue statements about people in the company, some of whom I came to know as anything but what was described. I felt abused for having trusted the perpetrator and recovered through personal reflection on the deceit in the weeks and months after our relationship ended.

I was delayed in getting opportunities to participate but eventually I got them.

I was disappointed that casual derogatory comments about women still happen at professional meetings.

I was disgusted by the disrespect and appalled by this person’s inability to separate professional behavior from creepy behavior.

I was embarrassed and dismayed to be the object of a tipsy colleague’s bad joke.

I was excited to meet a senior biostatistician at an ASA meeting about 15 years ago when I was a postdoc. He was very attentive to me, finding me in a crowd, sitting with me at talks. This led to an incident at an international meeting that I reported to my department chair. The dept. chair called the biostatistician and he apologized to me.

I was in a small group (all men) conversing in the hall between sessions at JSM. One in the group, someone who I had just met, was speaking disparagingly of a female speaker at a previous session. His critique involved not only the content of the talk but also sexual innuendo. The incident stands out in my mind because I have not encountered any other incidents like that at JSM.

I was offended by the chapter speaker’s comment made to me during the group dinner. I was young and felt, to use a technical term, creeped out and embarrassed.

I was quite offended on a couple of levels: first, the person who made the comment assumed my academic advisor was my husband (I have never had, nor will I ever have, that type of relationship with my advisor), secondly this person asked my advisor if it was OK with my

advisor for this person to ask me to sleep with him later. This would have been a very unwelcome advance had my advisor not swayed him otherwise.

I was surprised to be approached by someone I had just met. He somehow expected me to say yes, but fully backed off after my no. I was, in fact, flattered that someone found me attractive. I've never been considered good-looking.

I was surprised to see this behavior at JSM.

I was taking a stroll around the convention center and there was no one else nearby, except for one man who approached me, said he was sure that I was gay, which I'm not, and wanted to have sex with me. This was totally unexpected, since it had never occurred to me that someone might think I was gay, and I had never considered what I would do in such a situation. I remember trying to think what about me might have attracted his attention. He was quite insistent, but eventually I managed to talk him out of pursuing me further. Nothing like this has ever happened to me since.

I was very surprised; I explained that I was happily married and did not want anything further to do with this.

I witnessed one of our ASA sexual predators on the "prowl" for a sexual conquest. Even though he was a friend/colleague, I felt quite unwelcome at the particular moment. It still makes me feel a bit slimy. And I felt like I have to warn students about this behavior.

I would not consider myself to have been physically affected by this event, but I would consider my emotional well-being to have been altered.

I would say that it fits in the category of "another thing to be guarded about" – when I am around this individual (which is necessary because we are in a similar research area), I need to think about minimizing opportunities for him to say inappropriate things, or to degrade my work. It is a nagging thing that is a distraction from what I want to be thinking about at conferences and networking events.

I'm major professor to several women who have received their PhDs on my watch. They all have successful careers. Many are active in ASA. It is not frequent, but I do hear sexually derogatory and inappropriate gender-driven stereotypic comments made about them in my presence. Fortunately, none of the comments have had a negative impact on their careers, but I know they've heard some of the comments and had to deal with male-bias in their work situations. I thought we were better than that.

I'm male, and nothing like this has ever happened to me, but just about every female who has ever attended a JSM has a story about a small group of high-profile men harassing them. These are well-known to include [REDACTED], [REDACTED], [REDACTED], and [REDACTED] among others.

I've been reluctant to discuss or present my research.

I'm fortunate that this caused me so little stress that I have very little recollection of the incident beyond that it occurred and that I brushed it off. And the person in question is now deceased. It happened at least 25, maybe 30 years ago.

Important note: I find that gender-based disrespect and condescension are no more or less prevalent at ASA events than most other settings I inhabit. I am wary of overreacting to such incidents when they occur, and for this reason I underreact at the time. Then afterward, upon reflection, I realize the kind of gender-based disrespect that was communicated, and I feel annoyed or angry. I do acknowledge to myself that such incidents are most often unintentional reflections of deeply ingrained bias, of which the perpetrator is often not even fully aware. That realization tempers my anger and makes me resolve to communicate more effectively with those who demonstrate this kind of disrespect, to help raise their own awareness. I also feel some measure of encouragement when I compare the level of disrespect that has happened in the last 5 years to the levels I saw 10-20 years ago.

In a social gathering as I mentioned my 40-year wedding anniversary some said: More than 20 year is no more sex.

In one instance, I was coming out of the restroom at the back of the bar (JSM social event offsite) when I ran into a male I had just met that evening. The back of the bar was pretty deserted and the male cornered me and wouldn't let me leave the area. Thankfully another male who I knew came to use the restroom several minutes later and realized immediately how uncomfortable I was. He physically moved the other male out of the way, brought me back to my friends, and made sure I was okay. I have repeatedly seen this person at other professional meetings/events and it is extremely uncomfortable. I always try to avoid him. In a second instance, a former Biostats chair (who has now been widely accused of far worse things) asked me if the design on his shirt looked like a penis. This was my first time meeting him and highly inappropriate.

In reflecting, I believe individual was envious of me and recognition I was receiving.

In the incident I have in mind, the person was part of the "good old boys" and seemed uncomfortable at the number of women (especially young women) invited to contribute to a high-profile project related to the ASA. I saw him respond to women's comments during the meeting by actively rolling his eyes, turning to male buddies and making private comments and laughing, etc. Typical microaggression stuff. I don't think it's a huge problem with ASA-related activities, and in fact I've personally received tremendous support and mentoring as a woman from both men and women in the organization in the profession. I love the ASA. They can't change the fact that there is a demographic shift in the statistics profession (and therefore ASA membership), and that some in the old demographic (white male theoreticians) are not pleased to share their space in the "big tent" with people who have different backgrounds, experiences, and goals.

In the prep for my first conference and presentation, there were many comments by a more senior member of my organization and longtime ASA member about whether or not I should be going or belonged at the conference; whether or not I was sufficiently competent or prepared for the high standards of the ASA community. This was supposedly because my background is in epidemiology, which is technically not a statistical degree, but obviously very heavy in statistics and data science. It appeared to be unofficial gatekeeping that I think would not have occurred if I were male. After having gone to the conference and seen those who attended and presented, it was abundantly clear I was in no way out-of-my-league academically or professionally; and my presentation was very well received. But I think the damage done to my reputation by him voicing doubts about me and my place in statistics/data science will continue to impact my career and opportunities.

Inappropriate allegations that were untrue.

Inappropriate and a bit embarrassing.

Inappropriate jokes.

Incident generated my feelings of hostility towards my peers. After becoming successful, I am treated as a “buddy.” They couldn’t imagine how angry I remain.

Increased anxiety and difficulty attending conferences where I am not well-known to most of the attendees, especially JSM.

It didn’t negatively impact me that much because I chalked it up to something that was “par for the course.” In other words, I am prepared to expect sexual innuendos from men. It is sad to think that women have come to expect such behavior. Unfortunately, young women need to be prepared to avoid or deal with sexual harassment. It is akin to how young black men need to get the “talk” on how to behave in order to avoid police harassment.

It happened several times that a male statistician with a PhD assumed I did NOT have a PhD or assumed I was a wife and talked down to me. They were almost all non-Americans by birth. This has not happened in the last 10 years or so.

It is always frustrating to be seen as less capable, less knowledgeable, less intelligent, etc., simply because I am a woman, and a young-looking one at that. Despite having years of faculty experience and an extensive research program, I am generally presumed to be someone’s student, particularly by senior men. It is profoundly discouraging.

It is not important anymore to talk about it.

It is quite common that women are treated differently. I do not think that this is a real problem. I am not hurt by these things: men and women are different. I am always treated with respect. There are always implicit prejudices, and implicit ways. That’s development over time.

It is very tiresome to be treated as a second-class citizen by older male individuals because I am a woman. It is degrading and annoying and takes too much energy to fight always.

It seems that, in some men's minds – of all ages – it's still OK to imply that a woman either (1) has it easier because she's a woman, or that (2) she doesn't have to work as hard, or to make other similar derogatory remarks that imply the quality of a woman's work is lesser. There are still levels of inequity. They've improved, but they're still there. "Microexpressions" explains the idea perfectly.

It was a joke, part of the culture. Offensive, but not damaging in the long term.

It was humiliating to be verbally attacked in a place where approximately 200 people witnessed this – and did/said nothing.

It was just a little embarrassing. It also made me wary at later meetings of running into him. Actually, I never saw him again at later meetings.

It was just stereotyping and reverse discrimination. It happens all the time all over the place. It's societal and not ASA specific.

It was just the way he touched my arm/back and [I] have observed similar behavior directed toward other women from the same person. A little too friendly for someone who is a work colleague (not a personal friend). For what it's worth, I am not totally against all contact but there is something slightly sleazy/sexual in the way this particular person does it.

It was just uncomfortably without opportunity for complaint since it was at the end event.

It was less about me personally as a general attitude toward women. There needs to be culture change, and it is slow.

It was most disturbing because it perpetuated a gender divide/presence of an old boys' network in the ability to be able to fully participate in networking opportunities.

It was mostly feeling belittled for being younger and female, not being given the same respect, being interrupted, and feeling uncomfortable at the suggestive conversations around me.

It was my first JSM. I found myself far more guarded than normal during the rest of the conference. I've also decided because of the incident that I am not going to apply to his school nor company [REDACTED]. It feels like a big decision because I am still an undergrad. I will not find myself alone with a man I do not know anymore, it scares me, and I don't know what to do in awkward situations that are past my boundaries. At the same time, I feel it's my fault because I didn't know what to do.

It was not an issue of harassment, but rather, unequal treatment based on gender. On multiple occasions at JSM, I have felt that less criticism was directed towards me than towards speakers

of the opposite gender in similar settings/sessions. While this causes me no indirect or direct harm, it is troubling from a professional standpoint since it seems to further support a narrative of gender bias in our field.

It was not a big deal at the time, but it was shocking to be treated “like a girl” at a professional conference. I left the meeting and didn’t go back, so in saying it affected me professionally, I mean that I didn’t get the full benefit of the conference and networking.

It was said jokingly and was not directed at anybody.

It was so long ago it has no impact.

It was so minor compared to attitudes and situations in undergrad and graduate school and some work experiences that it was truly no big deal. A minor irritation.

It was the type of thing/interaction that has happened to me outside of ASA, so I suppose I wasn’t really all that surprised. I’ve had worse interactions with faculty in my workplace (I am a faculty member).

It wasn’t directed at me. Some may have felt uncomfortable.

It wasn’t traumatic, just awkward and disappointing. I’ve only been to JSM twice, but it kind of felt like a minefield trying to navigate conversations with men (more so than other conferences I’ve been to). You think you’re networking and having an interesting professional discussion with someone, only to have them express romantic or sexual interest. It’s not super aggressive or threatening, just uncomfortable and disappointing for someone who came there to network.

It would not constitute sexual harassment, but the intensity and level of interest did frighten me a little. Just overly intense, solicitous attention from a couple of more senior statisticians at the conference. They said they wanted to help me with my career, advise me, etc. I got a bad feeling, did not trust their intent, and so cut off communication to be safe.

It’s discouraging to travel to an ASA event to learn about topics that I’m professionally interested in, and then either have older, male attendees elbow in front of me to ask their questions/cut me off, or have a male presenter dismiss my question. The dismissive attitude tends to be much more pervasive with males from outside the U.S., or older men. It makes me not want to attend similar events.

It’s just a pervasive attitude that I’m not good enough that comes through in side conversations and lack of consideration for important work/positions.

It’s uncomfortable to be condescended to because you’re a woman, but hardly unusual. Most acts seem genuinely unconscious. ASA is really a good group of people, but a few people can make you feel like you’re not completely welcome at a conference.

Made me question whether or not the person respected me and my work, or instead had other motivations.

Many people know that this person had a history of making inappropriate comments. When I was younger, I just tried to avoid him, as did many women I know. It's just too bad that women bear the primary burden for people like this, because we have to spend time trying to avoid this kind of misbehavior.

Men are men. This sort of thing happens anywhere and is not unique to ASA events. I am a young, early career female and encounter more senior men at ASA events. However, I still feel comfortable and safe enough to attend ASA events.

Met a statistician from the UK at JSM 2017 in Baltimore. He was very flirtatious with me and another friend, until he saw her wedding band. He then followed us around and tried to meet up with us constantly, was occasionally suggestive and had no boundaries for personal space. Eventually this guy revealed that he had a wife and two young kids at home, which made the situation even creepier. Was a fairly minor incident and didn't affect myself or my friend beyond JSM.

More just taken aback by the comments but aware they may have been said while the individual was drinking.

Mostly it is irritating to be condescended to and have to back up what I say by having another male agree with me. "That Male Next To Me" is not a credential!!

Mostly just annoyance. You get used to it.

My expertise (which was known to this person and others at the meeting) was not respected. I was spoken to as if I were a child. The same repeated arguments were stated as if I was unable to understand what was being said. I was interrupted multiple times. The tone of voice of the person was confrontational, emotional, and inappropriate. I felt blindsided and was not prepared to have to defend myself (nor did I try, given the circumstances). Others on the call helped to divert the conversation.

My incident involves insinuation that a mentoring meeting was a sexual hookup by one of my own male colleagues in front of male graduate students. Honestly my first reaction was shock at how stupid this person was in the days of the #MeToo movement. The second was disappointment. I am not concerned for my career. I've been around the block and am confident enough to report this. I did. My biggest concern is what this person may do to female students and the example he sets for the male ones.

My memories of that person are not good.

Not been good enough. Low self-esteem; a lot of insecurity.

Not harassment – more of a quota system issue.

Not significant. Very minor.

Obviously, there are sexual bias, assault, issues or else you wouldn't be doing this survey. This happens everywhere but this survey doesn't address the climate; it is asking for concrete tell on someone's metrics. This is a mistake, it's almost like you don't understand what the #metoo movement is about. I do survey design and this has to be one of the most inefficient way to collect sensitive data, most likely the white men that designed this survey did not include any women in this design, it reeks of bias.

Often these things occur at events where older male statisticians drink too much (e.g. the JSM dance).

On my way back to my hotel, a senior colleague tried to get me to go to his room. I said I wasn't interested and that I was married. His persistence made me feel disrespected and nervous. He tried touching me, and I felt trapped. I did not want to run off to my room for fear he'd know where I was staying.

On thinking about the incident, it is actually less disturbing than events in everyday life. Compared to public transportation and walking down crowded streets, this was a small matter. However, in the context of the questionnaire, it was uncomfortable in the moment and then it was over. I chalked it up to too much alcohol and have not encountered that person again.

On two separate occasions at JSM, once by a vendor in the expo and once by a fellow attendee, I have been directly told, "you don't look like a statistician." While I don't find this statement outwardly harmful, it is unnecessary and has condescending undertones.

One of those silly happenings best forgotten which I have tried to do. Offer of seduction (appealing) and/or sadomasochistic activity (not appealing). Brief incident only.

Opportunity arose to participate in an ASA initiative. Found out the sponsors of the initiative said it was only for women. If ASA tried to run a men only event there would be massive protests. Why is it OK to run women only initiatives? Gender bias and discrimination works both ways. Very hypocritical of ASA. But I can't complain because I am man.

Person has great visibility and it impacts my opinion.

Rather explicit commentary from males regarding the physical/sexual attractiveness and attributes of females attending the conference.

Recognize that the incidents occurred when I was a younger woman.

[REDACTED]

[REDACTED] has been notoriously sleazy toward young female statisticians and statistical students/postdocs for a long time. I've personally witnessed him repeatedly crossing the line of appropriateness in meetings and personal gatherings. As a man, this was never specifically directed toward me other than in occasions where my wife became the target of his conversation which led to insinuations about our sex lives. I was disgusted, but she was (and still is) livid. This was years ago.

[REDACTED] was the person who came up and put his arm around me while I was talking with a group of friends at the JSM. He was known to be a problem for women at [REDACTED] and I had been warned about him and told that he was the reason no women wanted to join the faculty at [REDACTED]. It seems most inappropriate to me that his name is on a [REDACTED].

Retrograde.

Sadly, I think there is a bit of the "old-guard mentality" around that is common in most societies/public functions. I think that the ASA is doing a good job in turning the tide, so to speak, and letting it be known that inappropriate behavior will not be tolerated anymore. Apart from a few (what I would call) minor incidents, I have not seen much lewd behavior at ASA functions, and I was surprised to hear about the extent of events that did happen.

Senior statistician known for drinking too much, did drink too much, and was being inappropriate. Reported it to a male colleague at the dinner, who convinced him it was time to go and walked him back to his hotel.

She had a crush on me. It was annoying, but not a major problem. I tried to be kind, but not encourage it.

Simply, humored.

Since the incident, I became more careful around males in general, and more concerned with attending conferences by myself. Before the incident, I naively thought that our community, or more generally the community of academics of the most brilliant minds, was very clean and safe. Now the peace of mind is gone.

Some colleagues had inappropriate conversation regarding women.

Some senior members of the profession think that women are not as intelligent or articulate as they are. By the time I encountered this situation at the JSM, I too was fairly senior, so it had no lasting effects. Nonetheless, I noted that no one else seemed to notice the behavior that was derogatory towards me.

Start to doubt my choice to do research in this field. Logically I still believe I can do for sure, but emotionally, I feel disconnected, inadequate, incompetent because of my gender.

Statements that “put down” men. Implying women are more capable, such as “multi-tasking” “Women should be held to different standards, but still be given the same rewards.”

Surprised.

Ten or more years ago, it was fairly common to hear older men make jokes or comments that were condescending to women – often quite publicly. It always made me angry.

The actor is famous in the field, so you don’t want to cross him.

The behavior I’m thinking of wasn’t directed at me but my wife when someone who was senior to both of us and had a direct supervisory role over me slapped her on the butt at a JSM event. She asked me not to say anything at the time to avoid a scene, but we were both upset by it.

The event can be described as third-party sexual harassment. There was a conversational exchange witnessed between two parties. There was no physical contact. I was only an observer.

The event was humiliating and demeaning.

The field is highly technical and the personal connectedness of meetings is important. These relationships can border on offensive at times when as a female, the male counterpart is encroaching and pushy in a dominant way. It’s a delicate balance that sometimes goes too far.

The guy was a creep who thought he was a king at this type of event.

The inappropriate incidents that I witnessed occurred at JSM dance parties. Primarily they were crude comments about the dancers. However, it was also obvious that some males were clearly hitting on and approaching attractive women.

The incident essentially ended a research stream early in my career because I cut off all contact with the individual who was a mentor and co-author.

The incident I am thinking of, which was a lewd comment when I was early in my career, affected me because it made it very clear that I was unwelcome in the company of senior male statisticians. Perhaps as concubine not as colleague. Other men heard the comment and said nothing. This affected me strongly because it told me I welcome in the professional “club.” It affected my trust in senior male statisticians.

The incident made me think that at the ASA it is hard to be just casually friendly with a member of the opposite sex, who might, like this person, end up showing up at the hotel where you are staying and waiting downstairs to meet you again when you had no intention of meeting this person.

The incident most standing out in my mind occurred at a conference, but not an ASA conference, in the 1990s. The consulting company we worked for took its members to a bar for a round of

drinks. The manager introduced a prospective female recruit to us. We proceeded to go to multiple bars for multiple rounds of drinks. The “prospective female recruit” nearly passed out. We realized the manager was taking her to his hotel room. I did nothing, and as far as I know, nobody else who was there did anything either.

The incident occurred at a reception. I just avoid going to receptions by myself now.

The incident was a conversation between me and another colleague. It was evening, outside of JSM events, just visiting in the hotel lobby. At the time there was no obvious issue. We were talking about her kid sleeping in the family bed and potential impact on her marriage due to lack of intimacy. We have kids of similar age. But reflecting on it later in the week, it was more personal than we should have been having. Embarrassed, I have not spoken to her since except for a greeting in passing.

The incident was a speaker making a sexually oriented joke about reproduction, since we were talking about fish population dynamics. It is so commonplace that I never thought about it until this survey. It can make one feel uncomfortable and thus falls within the domain of this topic. I’ve experienced far worse in my job so rate this situation as an annoyance, commonly experienced when biology-oriented people gather.

The incident was a young male professor bragging that he liked to teach large intro courses because there are always a few women students willing to trade sex for grades.

The incident was loud and public comments of explicit sexual nature by a male drunken academic from [REDACTED] towards a female researcher from [REDACTED] at a social event at the co-sponsored conference (held in Spain). While some older male participants after a while expressed their annoyance with these comments, the organizer did not intervene forcefully enough to stop this behavior. The male offender was eventually guided out of the room by apparently friends/coworkers.

The incidents I am thinking of happen at a dinner table full of men who then talk about their experiences or attitudes toward women. It is essentially talking about them behind their back.

The males were indicating that women should not be recognized for their accomplishments. This is disturbing and hurtful.

The man who sent me the e-mail dismissing the importance of gender-neutral restrooms did not threaten me in his e-mail communication. He just said that he thought the real issue was the safety of his wife and daughter. I did not respond to his e-mail and never heard from him again. The situation did not bother [me]. At street encounters not involving the ASA in any way, I have been threatened with physical attack and filed police reports. That is the kind of thing that bothers me, not email.

The most recent incident had to do with being pushed away from a leadership role in a Conference workshop I had initially started. This was done in a very underhanded manner and, as far as I know, it continues.

The most serious event at a meeting was inappropriate content in a talk about image reconstruction. The main impact was that I went away with much less respect for the speaker.

The person just made me think that he was quite immature, given his age.

The person who was leaning over me had consumed a drink – we had a small conversation at a JSM section mixer and I remember feeling uncomfortable that the person was leaning too close to my face. However, the conversation was brief enough that I brushed off the incident. It didn't help that the room was very small and crowded.

The way a particular person spoke to me in emails was markedly different when senior male colleagues were included on the emails than when it was only me or only me and other more junior female statisticians on the emails. He wasn't forward or anything sexual, but demanding and abrupt, if that makes sense. It felt more like he thought I was working for him than working with him. It was frustrating and upsetting to feel that I wasn't being taken seriously or treated as a colleague and equal.

There are some senior professors that disrespect questions from a woman that also looks young and dismiss her professional questions just because she asked them.

There is an expectation that certain gender and ethnic groups will not be proficient in math, science, and technology.

There is no doubt that I have greatly benefited from attending ASA events. In the very rare occasions where improper comments were made, they were minor comments by older men who I believe did not mean any harm and were unaware there was any issue. All were minor issues. The ASA staff and leadership has always been appropriate and professional.

These events occurred 20-30 years ago (when I was much younger) and I would, on occasion, find myself either being ignored in a conversation with a group of statisticians or unable to have my ideas registered. I did not think this was conscious – but it was frustrating. I felt that I was intruding on a “good old boys” conversation. This did not happen in one-on-one conversations.

These questions were difficult to answer, because what I would consider most disturbing is not a single incident, but an overall pattern of being taken slightly less seriously for my work as a woman.

These things happen so regularly (e.g. women telling other women to be aware of so-and-so, or knowing when it is necessary to duck out of a potentially bad situation) that it all tends to blur together. The incidents I had in mind while answering the last few questions primarily resulted not so much in concerns for safety, but just contributed to a general exhaustion from

simultaneously trying to walk the line between gaining attention for my work and avoiding attention based on my gender.

These types of interactions are so common when working in STEM environment. I note the events and work to interact with more helpful and respectful colleagues.

These were comments made in a group discussion that I felt were inappropriate. The conversation quickly turned to other topics.

This happened so long ago. I was young and perhaps naive. I was invited to look at some software in his room and then I was approached with unwanted advances sexually. When I said no, he persisted but not very much. I think I quickly got out of there and learned not to do that again.

This incidence occurred at the annual BASS conference 10 years ago. Someone whose nametag suggested he is a senior statistician at FDA approached me. He pointed to my chest and said my nametag was not placed correctly. I adjusted. But felt weird. I didn't know his intention so did not object. Now I regret that I did not confront him and told him I am not comfortable. So it seems possible that someone in a senior position may harass female at an ASA event.

This is an incident I witnessed. Professor was making inappropriate comments at a bar following a JSM event.

This is not comfortable to admit but being a white male in the ASA makes you a target for assumed discrimination. Others, especially younger females, sometimes discredit based solely on gender and age. This seems to be encouraged even.

This questionnaire is designed to record women's complaints about men who are ASA members, particularly university faculty. The concept that gender-related insults can be directed by men and women at a male is excluded by its design. Here's what's been directed at me as JSM's and meetings of the Washington Statistical Societies: sucking noises, "There he is!" and "asshole." Much more during the 1980s than more recently, although the most recent example was at 2018 JSM.

This type of behavior is, sadly, normal. It happens quite often and attending the most recent chapter meeting it was no different. I feel that my brass personality does not allow things to be taken out of proportion, however that it often after the sexual looks and gestures have occurred.

This type of behavior should not be tolerated in any setting.

This was a very general comment. I don't like being "crowded" (feeling my personal space is invaded), especially by [members of the] opposite sex. Not a big deal.

This was at a bar and a well-known statistician [REDACTED] made statements that could be deemed inappropriate and offensive to women. He would also blatantly flirt with young women

statisticians and comment on their looks (e.g., hair, figure). Some women statisticians have told me they felt very uncomfortable by his comments.

This was not notably different from the occasional experience of being treated differently for being a woman in non-ASA contexts.

This was one of those challenging situations where what was happening made me uncomfortable, but I wasn't sure if it was all in my head or actually deliberate. It hasn't had any ramifications on my long-term wellbeing – I was annoyed at the time but haven't thought about it at all up until this survey.

Those responsible are unlikely to recognize that their behavior is unacceptable.

Uncomfortable, unease.

Uneasiness. An element of disbelief, like “Really? Did that just really happen?”

Unfortunately, I feel, observe, and experience that it is pretty common for senior males to disrespect the opinions and even the presence of junior female faculty.

Was embarrassing and made me feel uncomfortable. Did not want to see this person again.

Was shocked at exhibition of lack of sensitivity and awareness.

We were in a group of approximately 12 people judging the statistical merits of projects at a science fair for high school students. Two of the male judges monopolized the conversation, and when I (and other female colleagues) spoke up to voice our opinion on the projects, we were talked over and our opinions mostly disregarded, especially if they didn't line up with their opinions. The two male judges listened to other men but weren't serious with us women.

What was most unpleasant to me was the fact that I felt powerless. I witnessed inappropriate behavior, in a highly public setting, where many other people were also witnesses. People in power did nothing to stop the inappropriate comments (such as shutting down the talk or making a comment after the fact) and while the colleagues I spoke to were also upset and found it inappropriate, we didn't feel like we had much recourse. A few colleagues privately reached out to the person in question, but nothing came of it. It just felt normalized.

When I was at JSM about 20 years ago, I was at a group gathering talking with my former college professor and he introduced me to a colleague of his from another institution. That colleague told an off-color joke.

When one is female, one learns that from time to time there will be a male who, no matter the reminders that you need something (i.e. bio information for chairing a JSM session) that is actually required by the event, because you are female, they will ignore you. And you shrug it off. It's not life-changing, but it is disrespectful and always gendered.

While I did not have a very strongly negative personal experience, I had a friend in graduate school who was followed to her room by another student who met her at the dance party. He attempted to force himself into her room and assault her.

While there was no lasting effect, I am not comfortable with attending events without a colleague with me.

Woman was wary of me (male) when I encountered her offsite and said hello. That was it. It was a strange city and she was on her guard.

Women my age (I am in my 50s) are accustomed to recognizing certain looks or comments/behaviors from men that can lead to potentially dangerous situations, and to walk away at the first sign of anything that crosses the boundaries of professional behavior. I applaud the young generations for refusing to adopt such a “defensive” strategy and for demanding equal, professional behavior.

You feel you can't say “no” or leave, without a kind of professional punishment. So, you say nothing.

You haven't accurately ascertained the time period relevant to the occurrence of the above answers because you haven't elicited accurate information about my current work status. I think it's important to let you know that my PROFESSIONAL experiences occurred before I retired 15 years ago. During my career, women were frequently treated with all sorts of disrespect in the workplace. It was unusual to experience sexual harassment, however.

Appendix C: Policy Suggestions

This appendix lists all substantive responses to Q26: “Please provide any suggestions or comments you may wish to contribute as the ASA develops policies on the subject of sexual harassment at ASA events.”

1. The Conduct Policy: I think it would have been better if you had told us how long that particular wording of the policy has been in effect (or posted, to be precise). 2. I have been an academic member of the ASA, and I have not experienced any sexual harassment against me, or witnessed it against others.

1. Make communication of encounters easier.

1. Some prominent statisticians have been accused of overt sexual harassment. If ASA officials were to investigate such allegations and find them to be true, and then if perpetrators were to lose their ASA membership, this would send a clear message that such behavior would not be tolerated. 2. More panel discussions on the topic might be helpful in educating members.

1. There needs to [be] a reporting mechanism for sexual harassment and guidance for a formal report of sexual assault (inclusive of any form of physical contact). 2. There needs to be a clear zero-tolerance statement for behavior by ASA members. 3. There needs to be a clear zero-tolerance policy for sexual misconduct at ASA-sponsored events. 4. There needs to be a clear zero-tolerance policy of any form of harassment at ASA-sponsored events.

1. I have not attended many ASA events – they are too big. And early on in my career, I just preferred to not run into some people I knew. 2) This survey appears to be structured such that, while there appears to be something more substantial than ASA events, I cannot tell what will be addressed – and I am participating in this survey since I want to address the issue of what the statistical community can do to help women in the professional environment.

A code of ethics for statisticians and ASA-sponsored event attendees.

A culture change, realizing the effect and prevalence of sexual harassment growing up and in general has had on women (and men) is important. I think the statistical profession is better than other fields I work in, but we need to identify what behaviors are positive and appropriate and have them become common practice. I think the ASA model[ing] best workplace practices and show[ing] the benefits that would come from them would be the best thing that could come out of this.

A good but maybe extreme idea is to send a questionnaire shortly after an ASA event, to ask those who attended, if they received any unwanted sexual advancement or sexual harassment or similar behavior during the event they just attended.

A large percentage of senior male colleagues with power will try to take advantage of their position. If the victim does not report immediately [during] the event she/he becomes a part of

the harassment and should be also held responsible. The victims get the benefits of their actions and 5-20 years later they report ... They are equally responsible and should take equal blame.

A link to guidelines in this would be a good add at every ASA event webpage.

A reporting mechanism is needed. Maybe an ombudsperson?

A reporting system should be in place for people who wish to make a complaint at any given event.

A statement that inappropriate actions may be reported to law enforcement.

A transparent and widely-publicized system needs to be in place to ensure that inappropriate behavior is reported. Complaints must be investigated. Those who violate the ASA Code of Conduct should have their memberships revoked and should not be allowed to attend ASA events.

A very valuable function ASA can serve is providing input on correct use of the available data on sexual conduct, especially to avoid the disproportionate influence of anecdotal storytelling or misleading interpretations.

A well written strong policy would be useful.

Add weight as an example of protected class.

Adding a specific person with contact information that is an overarching contact for reporting inappropriate behavior during a meeting, that would be acted upon immediately, into the code of conduct would be very helpful. It is often difficult to find the person responsible for a large event and they are often very busy. It can also be very intimidating for a woman to go up to a man and say that she has been assaulted or treated improperly so keeping the notification somewhat more anonymous would be helpful.

Age and culture are no excuse. This should be made explicitly clear.

All events should have a policy and designates for reporting. This policy should be front and center upon registration.

Allow people to privately report harassment.

Along with internal actions taken by ASA and reporting to employers, ASA policies and procedures should ensure that all appropriate authorities are informed of sexual harassment activities.

Although I am not aware of any sexual harassment issues at ASA events, I applaud ASA for sponsoring a survey of membership to find out if such harassment exists, and support efforts to eliminate inappropriate behaviors from our association.

Although I have heard some reports of inappropriate conduct at ASA meetings, I have never personally experienced such conduct – either directed at me or at others in the same room as me. There is likely room for improvement in policies, but I do not have any specific ideas to contribute.

Although I have never been to an ASA event personally, I have heard multiple accounts of sexual harassment occurring at previous events. Because of the anecdotal information I have received, I will be on guard at future ASA events I attend – especially because I have heard that as a student it is easier for predators to act in the name of “career development opportunities.” Again, as a young member in the organization, I don’t have firsthand accounts of this, but will be on guard due to the reputation of some major ASA events.

Although I have never had or witnessed any sexual harassment while I have been an ASA member that does not mean that some has not occurred. That being said, I do not want the ASA to implement some policy which might “convict” someone who really did not sexually harass someone else but it appears that way because of the policy. Therefore, I would hope that the ASA would pick out ten organizations, let’s say, and find out the policy of each organization and then select those parts that are deemed to be the “best” for addressing sexual harassment in certain situations. No one should be harassed at any time whether it be sexually or of some other form. Sexual harassment, however, seems to have become the only thing that people focus on which should not be. Hopefully, the ASA realizes this and puts into place policies that address all harassment of which sexual harassment is one part.

Although I have not attended any of the events yet, I would imagine there is a policy stated regarding the presenting issue. The reason to support this assumption is that in the previous issue of ASA issued journals, women’s topic was not a few. However, given the situation once occurred something for us to comment in this scale, I believe it is [of] pressing importance to make it clear the policy-related expression in the right front of ASA mission statement as well besides reworking on this policy.

Although I have not observed any problems like the ones you describe, I’m glad that the ASA is taking the time to evaluate this.

Although I have not personally been sexually harassed at ASA events, I know people who have been. I am troubled by the fact that harassment occurs at these events, and even just knowing that others have been harassed is enough to make attending ASA events uncomfortable. This is made worse by the fact that to my knowledge, the ASA does not have a mechanism for pushing [out] those who sexually harass people so the people who have harassed people I know are still out and about at conferences. It is further made worse by the fact that the ASA makes decisions that make people, especially junior or lower-ranked people, more vulnerable, e.g. serving alcohol for purchase at some poster sessions and the dance party and having a dance party late at night.

Although I know of no such offenses, I support putting policies and procedures in place.

Although it is perhaps an indirect comment I do feel that having success in the ASA, e.g. through getting invited sessions accepted at JSM, requires a lot of political acumen and is easier if you belong to the right professional circles. It seems clear that there are those “in the know,” who have the right advisors and contacts who will have lots of success and then everyone else might sometimes have moderate success by chance or luck. This setup is very much like an “Old Boys’ Network” and so by design the ASA is marginalizing those who are slightly out of the usual. I can imagine this is the type of design that might result in unwelcome behavior, but I have no evidence that it is happening. I think it would be better if there was a level playing field in all ASA activities, e.g. the best sessions are chosen without needing to have sponsors who are in the know. The ASA Fellow process is also one where it seems very mysterious – why not allow people in as Fellows if they have the right strengths and achievements rather than just allowing through a small number of candidates each year who perhaps have the most politically active sponsors.

Am older and wiser now about behavior of men. Most important to make younger members aware to be on their guard against what is sometimes behavior of men being men. Most interactions at ASA meetings have been entirely appropriate and positive, in my 30+ years as member.

An important topic, but I have no suggestions.

Anonymous reporting systems and moderators trained in mitigating situations when there is gender specific “trolling” during sessions by attendees

Answering these questions was quite an eye-opener. I realized that ASA events are probably the only place in my professional life that I _haven’t_ experienced some of the harassment issues listed here. Reading the Meeting Conduct Policy from the link provided here (I’m sure I’d read it before, just didn’t remember the details), I think it really does cover the issues. You want to have something that is clear as well as being readable and short: People aren’t going to read a multi-page doc.

Any “go-to-place”/hotline/help-desk/etc. that might be implemented during the events/24x7 should be displayed and advertised adequately during the time of events and also at a regular interval.

Any disciplinary [actions] for those found to have violated policies should be victim centered.

Any perceived or actual incident should be told immediately to the Executive Director.

Any policy needs to be sensitive to the fact that ASA meetings are a social event where occasionally people form romantic attachments. Unfortunately, events that facilitate this also

might be occasions for sexual harassment. I would hate to see us lose these events such as the dance party and the socials because of the off-chance that sexual harassment might occur.

Are there designated people at events that a target can go to if they desire? What support do they provide? What about people that will walk targets to different events? As a deterrent, it may be appropriate to read the whole code of conduct and inform attendees of consequences if the code is broken.

As a large older white male I have a prior expectation that I am unlikely to notice or be the target of harassment unless it is especially blatant, or if I happen to have a heightened awareness because of priming information... e.g., this questionnaire, or the various topical #MeToo events of the day.

As a male I have not experienced any form of sexual harassment, nor have I heard of any sexual harassment anywhere I have been present at any American Statistical Association conference or other meeting.

As a male, I don't know that I am qualified to comment on these matters. I have never observed inappropriate sexual behavior, but I don't have any idea the extent to which it happens.

As a male, I have never been the subject of sexual harassment at ASA events. I hope that most of our female members have never been the subject of sexual harassment either, but given all the women who have been coming forward with their experiences of being sexually harassed, I may just have wishful thinking.

As a male, I have not experienced sexual harassment at ASA activities. I also have not witnessed it. I am also retired and have not been to many events in recent years.

As a member of the Japanese Statistical Association, I have learned a lot from the ASA's conduct policy. Because there is no such statement in the Japanese Statistical Association at all. Increasingly many types of harassment we have recently, we need to know the motive and to prevent efficiently.

As a new member who is just beginning to shift into the statistics space professionally, I am glad to see the ASA paying attention to this issue. I work in tech, which is very male-dominated. I suspect ASA is as well. The harassment and condescension varies, but it still exists in the space I am in, and is very difficult to address when it is seen as "friendly banter." This friendly banter can have the unwanted side effect, even when unintended, of changing the trajectory of careers.

As a proud female statistician, I want to raise caution that we do not go overboard in correcting for perceived/alleged but unsubstantiated wrongs – particularly those long in the past for which no reasonable evidence-based case can be made.

As a senior white male, I am unlikely to be privy or a witness to any of these occurrences. I have little doubt they happen; they happen everywhere. I don't have any idea if they are more or less prevalent at ASA events, and if more, what ASA could do to stop them.

As a white male, I have not directly experienced any harassment or other inappropriate behavior that I am aware of (it may have happened and I didn't pick up on it). I have heard from some women that it is a problem, sometimes a very serious problem, and I have observed other people (typically males) who are dismissive or disrespectful of others based on gender. I may even have done that myself subconsciously.

As a white man, I have never experienced any of the negative behavior to which this survey refers. I have attended several JSM and CSP events, although I generally avoid the social sessions. I have heard of several incidents happening at conferences in other fields and have no doubt that the ASA has experienced some number of harassment events, even if I have not witnessed them. Thank you for collecting this data. It means a lot to me that you are investigating this.

As an overseas aged male ASA member I have not been to many ASA events, plus unlikely to be in a position to comment on sexual harassment having seen none. That said I do feel that it is entirely wrong that any group feel intimidated to the extent they do not participate and contribute to the profession.

As someone with the privilege of not having to experience gender-based harassment, I will refrain from providing any suggestions or commentary, and instead will focus on listening to those who do experience gender-based harassment and follow their guide as to how best to address the problem and be part of the solution.

As sometimes happens in surveys, I have the difficulty that I have not attended an ASA event since 1994, and my participation was always limited to my own presentation and some limited attendance between flights, so my interactions with others were quite limited. In addition, as a man who is obviously religiously observant, I was even less likely to directly experience or observe harassment. I have no intentions to downplay the prevalence of harassment.

ASA appears to be one of the best scientific organizations for women membership and promotion and ASA support for promotion of women in academic statistical departments, industry, and government. I hope women are also treated well at ASA events by all members. Unfortunately, sexual harassment seems to be everywhere. Members need to know that it won't be tolerated.

ASA conducts professional meetings that appear appropriate for all members in my personal experience.

ASA could include something about encouraging those who experience harassment or other inappropriate actions directed at others to not only report them but to take action, step in, and be an ally where doing so is safe.

ASA does a good job in having diverse leadership.

ASA events seem like the last place where I would expect sexual harassment.

ASA events seems like wrong universe. So, start with policies for statistics departments, even if ASA doesn't have direct role like JSM.

ASA has had many female presidents. Could they, as respected role models, be spokespersons for any expanded awareness campaign?

ASA is doing a good job in this regard and seems to be an organization whose primary focus is research and professional achievement irrespective of gender. My experience indicates that it has been like that since at least 1984.

ASA is one of the few meetings that I feel safe attending. In contrast, when attending certain other meetings (meetings not intended for statisticians I may add) I have experienced nearly all of the inappropriate behaviors listed in the survey

ASA meetings can be viewed [as] an extension of the working environment at the home institution. If the home institution has good policies and procedures, they should carry over to any ASA function. The added problem is when members usually must ask for recommendations from professionals outside of their home organization when seeking advancement. In addition, ASA members might be editors or peer reviewers for statistical journals. For that reason, vulnerable ASA members might feel that they must "think of their careers" and put up with unethical, inappropriate, or even criminal requests. It is not enough that the affected ASA member can complain to the ASA organizer or official. There needs to be a mechanism for the ASA member to make a complaint to the perpetrator's home institution, or in more serious cases to law enforcement authorities. How can the ASA help to field complaints? What is the process? 6 months ago, I never would have thought of an ASA meeting as threatening venue for a scientific meeting. But recent information suggests that the ASA meeting[s] can be an opportunity for a predator to exploit the vulnerable. Can ASA get cooperation from participating institutions, i.e., from the institutions that sponsor the attending members? Surely this issue must apply in other professional and academic meetings, as harassers come from the spectrum of professions. Whatever process the ASA designs, it must be swift and fair and open. I wish that the ASA did not have to send out this survey, but it is a good first step at identifying the scope of the harassment problem and fashioning a process for resolving the problem.

ASA members seem to be professionals interested in building quantitative models who merit, and I believe get, respect as professionals.

ASA needs to be VERY careful concerning the possibility for misunderstandings and failures to listen. In my teaching career I have several times discovered by accident that students misheard or misunderstood material that was carefully presented because it dealt with difficult subjects. Too many earphones/cellphones/laptops/gossips mean people are NOT paying attention and are

too ready to hear the worst. However, this has NOTHING to do with interactions at the individual level – I am talking about a speaker presenting to an audience. In meetings, mishearing and misunderstanding may occur with noisy meeting areas. I know I've misheard someone on several occasions – the only remedy is to be forthright and ask.

ASA should consider broader policies for sexual harassment, gender discrimination (and all forms of discrimination) beyond conduct at and around ASA events to include all members regardless of industry, government, or academic affiliation as well as educational settings. It hardly helps to prohibit conduct at conferences, if there is discrimination in work or education in the years leading to (potential) participation.

ASA should devote less time to promoting the latest left-wing political causes.

ASA should emphasize that any form of discrimination based upon a person's identifying characteristics is not aligned with ASA's goals and mission. Any illegal discriminatory behaviors will be reported to civil authorities. Other discriminatory behaviors may affect an individual's standing within the ASA, especially if those behaviors are associated with membership, performing any function for ASA, or participating in any ASA-sponsored activity.

ASA should have a zero-tolerance policy with regard to sexual harassment. I was appalled to learn about some past behaviors that were allowed to occur and recur.

ASA should have explicit statements on its policy on sexual harassment for all registrations to all ASA events. This should be separate from the usual statement on race, national origin, gender, sexual orientation, etc.

At ASA events – being a male, also being married and not looking for a partner – perhaps it is less likely that I would be subject to as many situations where inappropriate sexual harassment or other behavior might take place. Thus, there may be such activity occurring to others that I might miss. However, as a manager of a large division in the workplace, I am aware of the importance of maintaining an atmosphere where all people feel comfortable and don't have to worry about inappropriate activity. As such, I support any additional steps that the ASA finds may help.

At ASA events, these policies should be strictly enforced, and the events must be well-monitored to prevent wrongdoing.

At every JSM, there could be some special invited or contributed sessions or panel discussions on important topics related to the issues under consideration. Academic discussions and analyses of any available data should be very valuable.

At the first JSM I attended, two different attendees offered my wife their room keys during the Sunday night mixer.

Awareness of the problem is a first step towards a solution. I am pleased to see that the ASA is working on raising awareness of the problem. While it will not ban inappropriate behavior, it

should help to reduce it. It should also help to create an environment in which inappropriate behavior at ASA events is reported. Making reporting easy and the natural thing to do have to be key, along [with] education, in reducing sexual harassment at ASA events. With the status of attendees that runs the gamut from stars in the field to beginning students, I applaud the steps that ASA is taking.

Back in my younger days, liaisons at ASA events were a pretty common thing that women seemed to pursue and enjoy just as much as men. So I hope we can craft a policy that eliminates the unwanted experiences without discouraging the positive experiences as a side effect. Some of these illicit conference activities have led to happy marriages!

Ban from the ASA all individuals that are found guilty of sexual harassment (whatever their gender/rank/status/experience/background).

Ban people who have sexually harassed people at ASA events without question; believe survivors.

Ban the people who have [committed] sexual harassment for ASA events for life rather [than] just a few years if it is proved.

Based on my personal experience involving ASA events over the past 45 years this seems to be “much ado about nothing.”

Be aware that this is most likely going to affect young women, early in their careers, who are afraid to report because of damage to their professional standing if they say anything about a (most likely) older/more senior colleague. And even if they do report, it’s often dismissed as exaggeration or oversensitivity or whatever. Not at an ASA event, but a very senior statistician, interviewing for a job as department head, sat next to me (then a junior faculty member and the only woman on the faculty) and planted his hand very inappropriately on my thigh. When I tried to tell a senior male about this after the dinner, he dismissed it – “You must have imagined it – he wouldn’t do that!” Luckily the guy didn’t get the job for other reasons, but I avoided him at JSM as much as possible and warned other women about him. But it sure discourages reporting. You’re going to have to figure out some way around that.

Be aware, feel free to speak up.

Be careful when you ask members to donate time to what may seem to them (certainly to me) to be frivolous activities.

Be careful.

Be consistent; be fair. No preconceptions.

Be explicit about the policy throughout the event. Include in the registration package.

Be sure that allegations of sexual harassment can be confirmed before “punishing” the accused.

Be sure to include policies that give recourse to someone who believes (s)he is falsely accused of sexual harassment.

Because of recent events, perhaps this policy should also be read prior to the keynote address.

Because sexual harassment would be defined by the victim’s emotion, distinguishing sexual harassment and sexual appeal[s] would be difficult in a lot of cases.

Before this survey, I didn’t know about the Meeting Conduct Policy. I suggest pointing out that this policy exists during the registration process for webinars or live events. In addition, it should be mentioned that the ASA does not tolerate discrimination or harassment during the membership renewal process and require members to agree to that policy before their membership can get renewed. This would effectively say that the ASA doesn’t want members who discriminate or harass.

Being an association of academicians, the policies should lead to safeguard the respect and dignity for all the members and the guests of our events. Obviously the members and guests may be of different genders and also may be from varying social groups.

Believe women.

Better limits on alcohol consumption may reduce some of the problems. I don’t know how to enforce those though.

Changing the culture to discourage inappropriate behavior is key. ASA’s efforts are helping greatly in that regard. Thank you.

Clarify: Who at the ASA determines whether or not a violation of this policy has occurred? And how fast does this process happen?

Clear course of action for reporting incidents. As demonstrated by other societies, ASA Fellowship should be a consequence. The process for evaluation should be transparent. Clear description of consequences that will be imposed, and timely actions taken. Records of ASA actions should be available so that victims are encouraged to come forward and report misconduct at ASA events.

Clear policies regarding a process of reporting, investigation, and consequences of proven misconduct, similar to what has been implemented in ISBA.

Clearer reporting mechanisms, specific to each event, are needed. There needs to be some sort of protections in place for those who report – shielding from both publicity and the harasser.

Codes of conduct are important, but it comes down to individuals behaving in respectful and professional ways. No code of conduct can ever influence what a person may say or do that strongly.

Continue to bring the third-party omnibus group to JSM and other ASA events. At JSM 2018, within the first day, a student told me and a colleague that she was sexually harassed by a professor. We suggested she talk to the omnibus group, which was a nice solution for a new student who was scared of the consequences of reporting.

Continue to encourage women to take on positions of leadership in the profession.

Could you include investigative and appeals processes? And what is best-practices of other organizations?

Deal with it as individuals.

Define what constitutes sexual harassment, objectification etc. in future surveys and in developing policies.

Defined procedures for involvement of outside organizations, e.g., law enforcement, when appropriate.

Develop and promote policies to create a respectful environment for people of all genders, races and backgrounds.

Development of policies should involve as much consultation as possible. Experiences of all genders should be considered.

Did not experience or see any such behaviors.

Discussion needs to be in place, I don't know much of what's going on but there certainly is not any publicity about it.

Discussion of the matters in a video prior to events.

Do a better job publicizing the ASA policy.

Do I think this is an important issue? Yes indeed. Do I think it's a major problem at ASA events? I just don't know.

Don't forget to address due process and proportionality in policy development. Given the current political environment it seems many individuals may be eager to punish any perceived transgression, whether warranted or not, with excommunication from the ASA. I hope this is not what is needed for a misplaced joke or awkward comment.

Don't give prestigious ASA awards to people who have sexually harassed colleagues. Don't let the professional stature or contributions of an individual be used as an excuse for their inappropriate behavior.

Don't go overboard in interpreting unwanted approaches as a path to genuine harassment.

Don't go overboard with restrictions. It would be counter-productive, for example, to make members afraid to discuss such things as gender differences where they are a subject of study for fear of being called out for inappropriate discussion.

Don't know of a need.

Don't let prestige blind your judgment. Policies should apply to everyone equally.

Don't overreact.

Don't overreact to the environment created by recent publicized poor behavior by public figures.

Don't word the policy in a way that encourages people who are trigger happy to make allegations to do so when they wouldn't have thought to do so otherwise.

Easier reporting (e.g. to available staff/volunteers in addition to the event organizer) might improve reporting and policing.

Either develop a system for confidential reporting, or else make members aware of the system if it already exists.

Eliminate the...exclusive orientation of this questionnaire to narrow "Me Too" movement concerns!

Emergency numbers with trusted people on the other end.

Empower women/minorities with knowledge about the policy and actual support if something negative happens to them.

Encourage anonymous reporting via internet.

Encourage reporting.

Engage experts, external to ASA, to manage sexual harassment cases. Keep policies and processes clear and concise.

Ensure due process for all allegations.

Ensure that officers/committee chairs have representation of both male and female members, proportional to the occurrence in the ASA membership.

Establish a task force to tackle the issue.

Even if ASA has policies, I'm not sure that most people are aware of them. How does ASA demonstrate that these issues are important? Ideas: gender pronouns on name tags, restroom equality, sponsorship of work addressing gender equality or #metoo, whistleblower policies, gender diversity in ASA leadership, etc.

Even though I answered "yes" to the sexual conduct policy being adequate, I do note that it seems pretty passive in nature. There is nothing proactive in trying to specifically prevent sexual misconduct (other than publicizing the policy), so the burden is primarily upon the target of any misconduct to report it. I have no expertise on this, and I am male, making me less susceptible to be targeted (or notice it for that matter); but I do wonder if there is a way to be more proactive in preventing inappropriate conduct.

Even though I have never experienced sexual harassment at ASA events, I think it is great that ASA leadership has taken the initiative to try to identify this problem within our community. I think that the wording of the questions in this survey was excellent – stating the issue and including specific examples. I hope that if issues have occurred, they will be dealt with quickly, effectively and in the same professional manner.

Even though my experience was mild, it was really nice to have a place to talk about it confidentially.

Every experience I have had in events organized by the ASA has been professional and friendly. While I believe none of the previous questions apply to the following comment, hence I did not report it, I take this space to share it: A female colleague shared with me her experience with long-term ASA members, statisticians older than 60 who I believe still have ways of behavior against the woman that were common in their youth: believing they are less capable. This is an experience I was told, every member I have met seems to be respectful, friendly or professional according to the situation.

Explicit notice to all participants and their institutions as [they] attend an ASA event that behavior in conjunction with the event, not specifically at ASA-sponsored events, may result in professional discredit (or similar). People need to be reminded that unprofessional behavior has professional consequences.

Feminist activist statisticians, not content to enjoy nice careers, are using isolated indiscretions by pitiful old guys as a pretense to hijack the organization for their own ends. The infamous "blog post" was a sham; that woman deliberately pursued those relationships to try to take down some big fish – and she succeeded. She and her enablers are destroying the ASA. I call on our leaders – men and women both – to put a stop to this madness.

First, I don't think ASA can solve this problem. Serious issues should be reported to the police. Trivial issues should be left to the parties involved. The rest, in my politically incorrect opinion, are most likely to be people who complain about it being scary walking down a dark alley in a big city at night. You probably should have been smart enough not to go there in the first place.

First, they should avoid sponsoring surveys such as this, which is purposely designed to give overestimates of sexual harassment. It does not distinguish trivial (and even imagined) incidents of disrespect from groping and sexual assault. In addition, it is bound to get a low response rate, and the persons who respond are probably more likely to report harassment. ASA should treat any statistics from this survey with extreme skepticism.

First, this appears to be AN EXCELLENT, COMPREHENSIVE questionnaire relative to the issues. Second, I am 85 years old and have been visually impaired since 2011. I have had no relevant meeting experiences since 2011.

Firstly, I have *heard,* and not firsthand, but never experienced any harassment of any sort, nor bullying, at any ASA event (thankfully). I have heard about several worrying cases and I know that for all the ones I've heard about, there are many more unspoken/not discussed. So, I feel it IS a problem based on what I have heard and what I know about how few of these events actually get talked about. Secondly, it is difficult to assess whether the policy ASA has is "effective" – I would say it clearly is INeffective because some people either do not believe that such a policy pertains to THEM, or they don't know about it, or ignore it whether it exists, is effective/comprehensive, or neither. The ASA meeting conduct policy is not what keeps ME from sexually harassing others, that's down to my own personal sense of professionalism. So I would have to say the ASA conduct policy is ineffective in general – violators will ignore it and people who conduct themselves in a professional manner don't need it (and most people who behave professionally in general probably have never bothered to look at or FOR a policy (because they know they'll behave professionally no matter whether there is a policy or not).

Focus on younger attendees and also include measures to take to be secure in a new city and in a hotel.

Follow guidelines developed by gaming conferences like PAX or PAX East. I believe harassment to be more of an issue in those arenas and they have made great strides at developing policy and a culture where harassment of any kind is not tolerated.

Follow the #MeToo guidelines (if there are any).

For me the difficulty with the current policy for meetings is "the ASA's sole discretion." By describing the adjudication process in such broad and opaque terms, it seems a person (especially someone who [is] weighing making a report of misconduct) would have a difficult time understanding the likely range of outcomes for reporting misconduct. Who will be included in the formulating the ASA's sole discretion? What steps will be involved?

Fortunately, I have not experienced this, but if I did, I wouldn't know where to report or go for assistance. As a policy is developed it should be clearly communicated to members.

Gender-based condescension can be very nuanced. Many times, it is not obvious. Also, many women fear reporting it because they are worried that their peers will view them negatively and think of them differently.

Gender equality.

Generally, I as a male understand that women have less opportunity to publish, speak, be in a leadership position, receive recognition and rewards because of gender discrimination. I object to this widespread social orientation. We need to understand that men and women merit equal respect and treatment in matters personal and professional.

Give the accused a chance to respond.

Given that I, for one, have no idea what the reporting options are, it seems making that clearer at ASA events would be nice. I think also making it clear what process would follow a report would help victims feel more comfortable coming forward.

Given that there are opportunities for a lot of consumption of alcohol at various events sponsored by affiliated groups, there is the possibility of issues. However, I have not heard about cases other than what has been reported in the media.

Glad ASA is addressing this issue.

Great care should be taken that any policy instituted by the ASA will not lead to an increase in Type II errors, which is that of accusing (which is tantamount to conviction in these matters) individuals of sexual harassment wrongfully. Any false accusation could lead to destroying one's professional career, not to mention his/her personal well-being, without the individual being able to defend himself/herself. At the same, there should be a policy that hinders would-be sexual harassers from harassing others.

Harassment should not be tolerated, period. Other than developing the policies, per se, I think the only way to solve the problem is to increase awareness generally.

Hasn't been an issue and have no suggestions for policy development.

Have a clear policy that any type of discrimination, implicit or explicit, is not allowed.

Have a diverse group of people working on these policies, and don't just think about gender issues, but also about race and disability and other diversity axes while you're at it.

Have a separate place or person to report issues to, not the organizer of the event.

Have brief information sessions at ASA meetings, repeated short articles with case studies in Amstat News, similar efforts to raise awareness and provide an open climate for discussing these issues.

Have never seen anything close to inappropriate behavior at ASA events.

Have the policies readily and easily available and suggest that everyone review them prior to going to an event. And encourage mentors to get their mentees to review.

Having a “good conduct policy” is good, but most of the times the person who is out of line does not realize it, they do not perceive their comments as sexual harassment and I don’t think they realize how uncomfortable they are making the other person feel. So, if asking them, they never harassed anyone. They just don’t know they did. And that is the main problem. However, I am not sure how ASA can address this. (Note that I have not heard anything inappropriate at the ASA event I attended, but I have at other events/place of work.)

Having rules that are subject to change without notice aren’t helpful. If something’s to change and no one knows about it, it’s not very useful for preventing unwanted behaviors. You may want to define terms like harassment so that it’s explicit what’s not allowed.

Having worked in the STEM-related fields for many years (with an engineering degree and lots of work experience), I’ve experienced something at just about every meeting I’ve ever gone to, although the physical touching has become less common over the years. I’ve gotten older, less trusting, and men have learned they cannot be so obvious (at least those who are not Republican candidates for national office ;). In addition to the usual vague remarks which make it clear they didn’t think I belonged there (or any women), I have had guys at technical conference mixers proposition me (to go up to their room to talk), and when I said no, slap me on the ass and say, “maybe next time baby.” More than once I’ve had a younger woman ask for my help because they were being followed by a guy; one woman finally led him to my hotel room, and when he came to the door I told him to get lost. So – I have not been to ASA events but I assume something is happening at any event where there are lots of men. Most men are not doing the most egregious acts, but even small acts are irritating. I just want to do my work.

How do you do this the right way? Some allegations could be false. However, a pattern of allegations is likely true. This can be difficult to do correctly and, due to confidentiality, the ASA will likely not be able to explain its actions.

How is it handled compared to academic misconduct?

How the ASA will investigate charges of sexual harassment needs to be elaborated on.

I agree it is important for ASA to address this area with a thoughtful policy.

I am 81 years old and I doubt that I have a dog in this fight. Outline what is unacceptable behavior and make it available to everyone.

I am (without going into details – which I will decline to do) a person who could be subject to harassment, yet I have always found people courteous and non-judgmental.

I am a 69-year-old white male. No one would hit on me. And during my whole academic life I would never hit on students. You might want to ask questions about heavy drinking.

I am a male so am less likely to be the target of these things. I have heard (in the press) of one individual crossing boundaries, but I have never witnessed this myself.

I am a man and have not been subjected to harassment. However, I myself have been guilty of such behaviors (not anything extreme) and have been punished for it. Thus, how can you address the inherent tendency of men to be the perpetrators of this problem?

I am a member of ASA because I used and aided colleagues with statistics despite the fact that that was not my area of study. I am a reproductive physiologist (now retired) but have read a lot and even gave lectures on statistics to people in my field. I never attended an ASA meeting therefore it is not really pertinent for me to answer these questions. However, I am familiar with such interactions in my field and can say that there is a problem in academia and laboratories with inappropriate behavior and harassment.

I am a new member of ASA and only attended one event so far. At that event I did not see or experience any sexual- or gender-based misconduct. That said, I do support any and all efforts to develop and enforce policies that promote inclusion and punish inappropriate behavior. Much of my research focuses on sexual and gender minorities and thus I am acutely aware of how important an issue this is for many people.

I am an older white male – not a likely target of sexual harassment. While I have never witnessed any such harassment I would be surprised if it has not been happening to women who attend ASA events.

I am dismayed that I was so unaware of the problems in the ISBA community. I am not aware of problems with any ASA meetings, but it is possible that I am completely out of the loop on this matter as well.

I am fortunate to not have had an issue at any of the ASA events I have attended.

I am glad ASA is proactively addressing this issue.

I am glad that ASA is taking the initiative to understand what is going on and willingness to make things better.

I am glad that the ASA is developing policies to address sexual harassment and/or gender-based behavior.

I am glad there is attention to this issue now.

I am glad to see that ASA takes the possibility of sexual harassment at its events seriously, though I personally have never seen it, yet alone experienced it.

I am non-white male. I strongly believe that sexual harassment occurs but like Ford, most women LIVE with it. What happened to Ford is a classic example; white males ignore it and even harass them for bringing it forward. Again, what happened to Anita Hill and Ford are classic examples. Both got humiliated and their accusers got the jobs. Neither one sought the limelight but got dragged into it. If this doesn't shed light on the issue, I wonder what will. White males need to change.

I am not an "active member" in terms of attending ASA events – I just attend the odd one. However, I have never witnessed anything like sexual harassment. I have worked in consulting for over 30 years and have been fortunate to have worked with companies and organizations from many different industries and areas of work. I have seen more than a few areas where women have been harassed. The ASA is not one those. In fact, I believe it to be one of the most open and collegial organizations of which I know. For the ASA, it's really all about the work – regardless of your gender or ethnic makeup or religious beliefs or anything else.

I am not aware of any sexual harassment issues at ASA events.

I am not aware of the policy, so it isn't visible enough.

I am not aware sexual harassment is a problem at ASA events. If it is, I totally support measures to eliminate this problem. However, this is a touchy area when it crosses into political or religious issues. People should feel free to express religious beliefs even when they run contrary to USA cultural norms.

I am not sure how to address inappropriate behavior. I think there are obvious ways to address the big things: rape, pressure for favors, a senior person harassing a junior person. But something as insubstantial as teasing or invading space is harder to address and requires a cultural shift. However, this cultural shift has to occur in the entire world.

I am not sure what to add other than that there should be follow-up with the victims by the organization.

I am not worried about sexual misconduct at ASA events at all. What worries me is that at American conferences there is almost no opportunity for socializing.

I am pretty new to ASA and have only attended one small conference, but I hope ASA takes a strong stance against any sexual harassers in order to make everyone feel safe at events.

I am very glad we as a professional society are attending to this issue!

I answered truthfully that I have not seen or experienced these issues. That does not mean that I think they do not exist.

I applaud ASA for looking into this. BUT I have not been to many events, and in my circles, women are often in leadership positions; I imagine this could change the atmosphere from the “old boys’ club” I experienced (long ago) in grad school.

I applaud the activities thus far and the fact that ASA is addressing this issue head on. Continue to encourage open dialogue.

I applaud the ASA for investing in trying to understand if there is or is not a sexual harassment problem!

I applaud the ASA in tackling this problem so directly. I just want to make sure that these problems are dealt with appropriately, behind closed doors – not in the court of public opinion. Airing concerns and complaints and making accusations on blog posts, twitter, etc., should be discouraged as much as possible. A culture of fear won’t help to bring around the good old boys who snicker at women’s comments and talk over them at meetings, and it won’t stop the most egregious offenders of sexual assault. I’d love it if we helped give women and other unempowered/underrepresented groups the tools and power to stand up for themselves at meetings, discourage advances, shut down unwelcome comments, etc. I was uncomfortable with the special session on sexual harassment at JSM last year, because the survey and discussion seemed designed to assume wrongdoing on the part of men and supervisors everywhere. I spoke with a number of other women at JSM who felt the same way: That session and the women leading it did not speak for us. Most of the men we know are well-meaning, even if they are socially awkward (as many statisticians are). Let’s focus on the disgusting perpetrators of sexual assault, and the arrogant men who don’t like to share their professional space with women. Also, I think JSM would be greatly improved by allowing more of a youthful, fluid, dynamic, communicative style in its program (e.g., lightning talks, fun themed social events, community service, participatory sessions, etc.), which would undercut the traditional rigid male culture and allow for a younger culture that’s friendlier to women, LGBTQ, people with disabilities, those from a more applied/quantitative/data science background. Small changes in culture can give others a chance to find their own power naturally, rather than spending too much time and energy on a witch hunt against well-meaning but awkward men.

I applaud the efforts to address this sensitive topic. I personally have never experienced any issues, but I would comment that I am not aware of who I would go to if such a thing were to happen. So increased awareness of who I should contact if something were to happen would be helpful.

I appreciate that any ASA events I’ve attended have been reasonably gender balanced, both in regard to the attendees and the presenters.

I appreciate that ASA is mindful of issues of sexual or gender harassment.

I appreciate that the ASA is addressing this problem. Although I have not experienced any problems directly through ASA events, I have experienced sexual harassment in other areas of my life, and it is a serious matter.

I appreciate the ASA taking a positive step to better understand this issue in regard to its meetings.

I appreciate the ASA undertaking this effort. I have not been aware of any sexual harassment at ASA events. I believe harassment could occur that I have not witnessed.

I appreciate the ASA's attempts to codify the definitions and consequences for these behaviors. The results will undoubtedly be incomplete and may have some vague or unaddressed areas. To that point, I would like to believe we all know how we should act in a professional setting, and it is not difficult to distinguish between that and harassment. With that in mind, it might be worth clarifying that any "grey areas" should be interpreted with that in mind.

I appreciate the ASA's commitment to addressing this issue. I hope that the ASA will not make this a gendered issue. I am a male and while I have not had issues at ASA events (the topic of this survey), I have witnessed, and been the target of, sexually inappropriate comments from both male and female colleagues in both personal and professional settings. In other words, we must remember victims and perpetrators can be of both genders.

I appreciate the ASA's commitment to eliminating harassment in its organization and at its events. Many of the groups that are most likely to experience harassment are also those groups that are historically steered away from math and statistics. It is important for the ASA to actively promote inclusion and a welcome environment in addition to eliminating outright harassment.

I appreciate the efforts to address potential sexual misconduct. Without having experienced such difficulties, or even having heard of them secondhand, it's hard to know how to make productive suggestions without the data that you are attempting to collect. I applaud that, and expect that the results will be used appropriately.

I appreciate the questionnaire. It seems like a reasonable start. I have only been to two ASA events, so my sample size is fairly small. Having not experienced sexual harassment at ASA events, it is hard for me to address how to help mitigate it.

I appreciate your taking the time to look at what's happening and to survey your membership!!!!
Thank you!

I attend the ASA meetings with my spouse so that may have shielded me from harassment. Except at the front desk where I am not giving attention to pick my badge.

I attended JSM, and despite the large number of folks, I experienced no problems. Frankly, I think that professional, racial, and age-based discrimination are bigger problems at events like this one than sexual discrimination.

I attended the annual meeting a few years back and I thought everyone there acted in a professional manner, but my ability to recognize suggestive words or actions is very limited.

I believe ASA does pretty well, and better than most professional associations. The one area I have seen that could be improved is recognition of more women as speakers, heads of committees, and such, though that has improved recently.

I believe that ASA is beginning to notice and to develop policies to address sexual harassment in meetings and within the profession. I also believe that sexual harassment used to be very prevalent in academia at the time I was a student and on during the time I started my career. I started my career in academia and moved to government in part because of sexual harassment in academia.

I believe that continuing to discuss the importance of equality and professional behavior at conferences will eventually lead to a culture shift (or I'm optimistic that it will). Hopefully allies/colleagues will feel empowered (and obligated) to speak up for those targeted and marginalized.

I believe that men have a responsibility to keep other men in line. When I told one of my colleagues that I had been subjected to inappropriate behavior and stalking, he immediately guessed the identity of the individual. As I had never been to a meeting where this individual had been present, I had no idea. My colleague, on the other hand, clearly knew about this individual and had not acted.

I believe that our current political climate is forcing the ASA to chase a nonexistent problem. As a professional organization, it is not our responsibility to police the actions of members as long as those actions are legal.

I believe that your work is valuable. Keep it up!

I believe there are two separate issues worth investigating. One is harassment and beyond – specific, sexualized actions that are inappropriate. I am glad to see the ASA taking these seriously. I would encourage the ASA to take a strong stance of supporting victims who disclose their experiences. The other issue is the general attitude of statistics being a man's world. This could be addressed by mandatory trainings, and by making it a point to have diverse speakers.

I believe women's experiences in part depend on their area of application. My particular research area has both men and women who are supportive of all people being supported in their work as statisticians. Many of us interact outside of ASA and other meetings through social media and emails. Many of these people have become my colleagues and friends and I feel lucky that I have been a part of such a welcoming community. I don't think other women (and men) are as lucky. Perhaps identifying communities within the ASA where sexual harassment is not a large issue could help provide some guidelines and best practices to other communities where this is a large issue.

I believe you are inflating a problem from nothing.

I can't think of anything; my experiences have largely been positive and the environment very welcoming and professional.

I did this survey mainly to see an example of a well-planned survey. I think to have to talk of things like this is a sad commentary on our country.

I didn't even know that there was a policy prohibiting gender-based discrimination. ASA should make its anti-discrimination policies better known to all members. However, it's often difficult to prove that certain remarks or decisions were motivated by gender discrimination, even when the victims are certain that they were.

I didn't know sexual harassment took place at the ASA events. This questionnaire is making me less sure of whether I want to attend another Joint meeting.

I do appreciate the way they are gathering members' feedback in order to address that issue efficiently. But I would like to be more proactive in the group as a member. And have access to take part in ASA events, because I want to be able to share my thought process with people about this subject.

I do feel this is quite important, but do not have any suggestions at this time.

I do hope ASA makes some forward progress on what passes for humor at professional events. I hope to see progress on such things, but at the recent ASA Chairs workshop at ASA headquarters, I was dismayed to hear a really stereotypical sexist joke related by one of the chairs (who learned it from a well-placed figure in the profession known for such jokes); the chairs present just laughed it off, which suggests work needs to be done.

I do not have any comments. I have never witnessed harassment at an ASA event, such as the JSM.

I do not have sufficient information on any incidents for me to speak on the subject.

I do not know of any problems. I cannot rule out things going on that I did not know about.

I do not know what's in place but would appreciate zero tolerance for misconduct.

I do not see sexual harassment as a problem in ASA events.

I don't have any specific suggestions, but please take it seriously.

I don't have any such experience and haven't heard of anything like that. I've never thought that it is a problem in ASA events.

I don't know how much policies can do. My concern is about culture. I am willing to believe that ASA as an organization is on the right track. I would like to see ASA continue to make issues related to gender equity visible. That is, continue to host conversations and publicize policies. I'd like to see awareness that even behavior that doesn't meet the threshold of being outright sexual harassment is still to be avoided. Similarly, gender discrimination isn't always sexual. I don't know what is already in place. But I would say that it should be made well-known what the policies are and who someone could report to in the event they are sexually harassed.

I don't know whether my own gender will be asked later in the survey, but it seems likely that the answers to earlier questions about my experiences may be dependent on my gender. In particular, I am male, and I suspect that this makes me less likely to experience sexual harassment.

I don't know who is on the committees to make these decisions, but I hope there are young people and women on them. Those perspectives are valuable.

I don't really have any experience with this kind of thing, so I don't feel qualified to offer suggestions.

I don't see the ASA as being a hotbed of sexual harassment. I am not particularly attuned to the occurrence of sexual harassment, being male. However, my perception is that statisticians generally behave professionally, and are kind of nerdy to begin with. Although ASA is important in recruiting employees, and in employee networking – which may result in employment in the future, ASA is not directly in power to control peoples' employment. So, in that way, ASA is not prone to fomenting sexual harassment.

I don't see why ASA needs to develop a policy. We are all grown-ups and if someone acts inappropriately, we should be able to handle it ourselves or call the police if it involves physical inappropriate behavior.

I don't think it is a problem, that said I don't see any statements about sexual harassment or helplines to contact if it becomes a problem in the event literature. ASA may want to make this more visible in their meeting materials.

I don't think it should be happening to anyone. At the same time, I don't want to see draconian policies that make men afraid of being around women, either.

I don't think people read the conduct policy, and I certainly don't know who I could have spoken to about this behavior. I wasn't harmed by it; I think I just rolled my eyes and accepted that they were those type of men. It's hard to work around those types in these public spaces, so often I think most women just let it go and find different spaces.

I don't think policy modifications are particularly helpful at this time. Having a policy against sexual harassment won't stop it. I would prefer to see steps taken to change climate/culture that leads to both harassment and less blatant discrimination – a much more difficult challenge.

I don't think this is a serious problem and I am a female.

I don't have any suggestions because I don't see it as a problem at ASA events based on my own experience.

I feel like ASA is going a bit overboard with this. As a female, I wish they would back off as I feel it will do more harm than good to inflate the issue. I understand what motivated this.

I feel like the ASA events have been exceptionally cordial, professional, and progressive (in terms of equality of the sexes – no political comments). At the same time, ASA cannot assume that it is or will be immune from discovering that sexual harassment has and will occur in the future. I think being transparent about expectations, occurrences, and consequences is the best policy, but not to be reactionary and extreme in attempting to be proactive about everything that could occur.

I feel like the people who need the policy won't READ the policy.

I feel that incidents should be investigated and members that are instigators should potentially have their membership and/or fellow status revoked.

I feel the ASA has been a very respectful place for all people. I am glad to see that they are asking people about their experiences to ensure that sexual harassment that might be underreported formally can be understood.

I feel there is very little the ASA can do to influence the incidence of sexual harassment. Based on my experiences at ASA events, I cannot imagine such incidents occur much if at all. But if incidents do occur, then they are perpetrated by individuals who are acting contrary to ASA culture and policies, and such people will not be deterred by anything the ASA has power to implement. And if incidents do not occur, then the ASA cannot reasonably take credit for that either.

I feel very comfortable with it is in place.

I felt the document I read on the previous page was comprehensive. I can't imagine why someone would be so unprofessional, but I know it happens (sadly).

I filled out this survey having attended ASA student chapter meetings and the 2018 Women in Statistics and Data Science Conference only. My answers reflect my very limited attendance to ASA events, so I think I may not actually be in the target audience for this survey.

I find ASA events to be respectful and conducive to generating a healthy collaborative and learning atmosphere. Please be careful not to create an atmosphere of paranoia and distrust which will diminish the quality of these interactions.

I find it hard to imagine that the professionals who join ASA are remotely guilty of any sort of sexual misconduct toward fellow members.

I find this survey offensive and an example of harassment. Instead of wasting ASA revenue on insulting surveys, ASA should focus on providing better member benefits. There are adequate laws and safeguards with respect to harassment (unless, of course you are an older white male and then it is completely open season to harass).

I find this whole survey “uninvited and inappropriate” as I have no idea what you are talking about and harassment has never been observed in any professional conference I have ever attended.

I genuinely believe that sexual harassment at ASA events is minimal to nonexistent.

I had never thought about sexual harassment in the context of ASA events and activities. Nevertheless, it is an important topic and I am glad to see that ASA is taking the initiative to assess the situation.

I had no idea there were any concerns regarding sexual harassment at ASA events.

I had no idea this sort of behavior was as prevalent as the survey suggests. My inclination is now to avoid ASA events.

I had not heard that this was a problem. Perhaps post a link to the code of conduct prominently on the registration page with a few bullet points on the reg. page.

I have at times felt some disregarding and condescending behavior toward me at meetings due to my gender, but it is vague and no one person comes to mind as I think about it.

I have attended 2 ASA conferences over the last 6 years. I did not witness or experience any concerning behavior but I am happy to see the ASA taking the matter seriously and I hope that appropriate changes will occur if others have reported harassment or discrimination.

I have attended more than 25 JSM events and never seen any untoward behavior towards women (I'm a guy). In fact, me and my male statistical ASA members have been impressed with the apparent increase in females getting PhDs over the past 15 years or so and being really active at ASA/JSM. It was a nice influx of gender balance and refreshing change.

I have been to numerous ASA events that involved men and women and I have never seen anything inappropriate.

I have been unaware of such behavior but a focus group discussion among a sample of individuals who state they have been a victim of such behavior might be a good start toward policy development.

I have degrees in both chemistry and statistics and have attended conferences in both disciplines. My experience, even in the early days (20+ years ago), women in statistics have been pushed forward and respected. If there was bias it was because men were not paying attention, or [were] not sensitive. It has also been my experience [that it is] the incredible knowledge and quality of women in statistics that has led to their leadership. There should be no tolerance for bias or sexual harassment inside of ASA.

I have heard statements by both men and women during ASA meetings that could be considered inappropriate. I admit that I did not do or say anything at the time, but I should have said something to the senior individual. This person has a reputation for being confrontational, and I did not want to get into a confrontational discussion during the meeting. ASA policies and procedures must ensure protection of junior colleagues who will be reluctant to come forward or say anything at all about these situations. I know I would have been reluctant to say anything at all to an ASA representative. The new policy should allow for all forms of reporting about inappropriate behavior.

I have hosted an ASA Section meeting and planned many others and was not aware of any sexual harassment policy during that period. If well-publicized since, all to the good – but not there when I was involved up to 3 years ago.

I have just begun to go to ASA meetings, and it disturbs me that people have experienced sexual harassment as part of their involvement. If this is a problem, I wholeheartedly support any efforts to study the problem, educate members, and discipline those who are repeat offenders.

I have neither heard nor expected that in ASA. Guidelines for reacting to such incidents will be helpful.

I have never attended an ASA event, but I have never heard of an incident of sexual harassment or inappropriate behavior from coworkers and friends who have attended. I have never experienced any sexual harassment from or in the statistical community at large.

I have never attended any ASA events, so I am unaware of any sexual harassment that may have taken place or how others may feel about the subject. I do feel that it is important that the ASA, as well as all organizations, examine their policies pertaining to these matters.

I have never been the target of or observed any behavior I would consider to be sexual harassment at any ASA events I have attended. I should note that I really have not attended many ASA events, and fewer in the last 10 years than previously.

I have never experienced nor observed anything related to this, but it would be interesting to see how often these issues actually occur. Please provide members with survey results.

I have never experienced sexual harassment in any ASA Meeting. However, I have experienced multiple [instances of] sexual harassment during college, jobs, even at church events. Thanks.

I have never experienced sexual harassment in the statistical community.

I have never experienced sexual harassment or even felt remotely uncomfortable at any ASA event. These events are always very open, professional yet friendly.

I have never found this to be an issue and hope this never becomes an issue, given the professional and educated group of members that comprise the ASA.

I have never had any problems at ASA events, so it is hard to provide any suggestions.

I have never had any problems at ASA meetings, even when I was younger (and I think cuter, I'm 50 now). I've never been in a more professionally oriented group... event at mixers, etc. I appreciate that the field of statistics is one of the more gender equitable fields there is, but if the ASA were to do anything, I would suggest promoting gender equity in the workplace. That's probably where I've experienced bigger issues (no outright sexual harassment), certainly not at an ASA meeting!

I have never heard of any sexual harassment at ASA events.

I have never observed (or even heard of) harassment among participants at ASA events, but I recognize it's possible others have observed and been the targets of such harassment. I do feel like having more women/minorities in visible positions (ASA leadership but also named lectures and prominent discussants at conferences) helps set the tone of who (and which genders/backgrounds) are accepted and respected by the profession. Having this public conversation about harassment should help.

I have never personally seen anything akin to sexual harassment at ASA events and I have attended many events. That said, it is important for any professional organization to have definitive policies on such harassment. They should be publicized, and information provided on where to find the policies. This is particularly important for individual chapters where there tends to be less knowledge regarding national ASA policy, membership numbers, etc.

I have no awareness of sexual harassment, but probably because I am male and unobservant. Actually, I can remember a while back, about 10 years ago when a female colleague was sexually propositioned. I don't know if this qualifies as harassment if it is a one-time occurrence.

I have no comment because I have not witnessed or experienced any of the conduct you have mentioned.

I have no comments. In my over 40 years as a member of ASA, I have never witnessed any inappropriate behavior of this kind at any ASA event that I have attended. I just don't see it as a

problem but having said that, I believe it is appropriate for ASA to have a policy statement in place to make explicit that such behavior is not condoned by ASA.

I have no suggestions. Thanks for the survey, but I have not witnessed any impropriety in this fashion.

I have no way of knowing what happens at events because I have not yet attended one. However, I have heard all my life that, “statistics and math are for males” and women cannot deal with stats and math. I experience that discrimination even now in the university department I am currently affiliated with. This is one reason I am ending my affiliation with them and am setting up my own business.

I have not attended any national ASA events. The local events I have attended have all been very respectful and supportive to all.

I have not attended enough events to comment. I think continuing awareness is important.

I have not attended many ASA events, but I believe they are conducted in a professional manner and inappropriate behaviors are likely rare.

I have not been able to attend many ASA events in recent years so I cannot judge if treatment of individuals has changed since I was “super” involved in ASA activities and events.

I have not been subject to or witnessed sexual misconduct at any ASA events. I would suggest if there are incidences that occur that these be dealt with strongly such as encouraging police investigations and if warranted removal from ASA membership or restrictions from attending events.

I have not been the subject or witness of any inappropriate contact of a sexual nature.

I have not been the victim of sexual harassment. I have not witnessed others being sexual harassed. I have seen individuals with “low” social skills interacting – By no means am I defending anyone’s behavior, but I have heard/seen awkward behavior that could easily be interpreted as inappropriate – although I believe there was no malice in their behavior.

I have not directly experienced any sexual harassment at ASA events but have colleagues who have either observed such actions or were the victim. There are certain, distinguished, statisticians who have had a reputation over the years for inappropriate behavior. I hope that the ASA will adopt a zero-tolerance policy and discipline individuals regardless of stature.

I have not experienced any harassment at all. There is a sexual bias, but efforts are made to overcome it.

I have not experienced any sexual harassment at ASA events, so I do not have any comments.

I have not experienced sexual harassment at ASA events, but I have experienced issues related to my disability.

I have not experienced sexual harassment at ASA, but I have experienced comments about my gender. I also think that many of the events are organized by men and invite male speakers. It's important to make sure what women are equally represented at invited talks, awards, section officers, fellows, etc. JSM seems to be a majority of men, and I'm not always very comfortable as a woman, nor do I feel I get the same level of respect as men. The women's conference is geared towards junior women.

I have not experienced this at an ASA event. I have experienced sexual harassment/discrimination in this field during undergraduate, graduate, and in industry. I am glad the ASA is looking into this and stressing the importance of appropriate behavior.

I have not had any issues and have not discussed issues that others have had at ASA events. However, if there were to be a problem, I would not know who to report it to or what action to take.

I have not nor have I seen at any ASA event any activities that would be considered as sexual harassment. It has been my experience that all the participants I came in contact with at these events behaved in very professional manner.

I have not observed any harassment but did get criticized at one talk for using two genders as an example of a categorical variable. I believe that is correct according to the dictionary, but I suppose, based on this criticism (sent to the ASA office and relayed to me), that I should not use gender anymore as a two-level categorical variable. This seems overly reactionary to me and I took it as almost a reverse form of harassment.

I have not observed any so far.

I have not personally experienced a problem at ASA-sponsored activities, but recognize that others must have, as tends to be the case on occasion at large, diverse social gatherings, especially where alcohol is available. Sexual harassment at ASA events should certainly be discouraged and in no way condoned. I do believe that the ASA Meetings Policy, and the most recent revision of the ASA's Ethical Guidelines for Professional Practice (in which I played a role), adequately address the issue. Everyone should be made aware of their proscriptions of sexual harassment, and peer expressions of disapproval of inappropriate behavior at the time, on site, should be modeled and encouraged. It is also possible that a central reporting process, rather than just reporting to the "event organizer," would be more acceptable and accessible to those who might consider reporting an incident. However, social mores change over time, people are people, sexuality cannot be removed from human social interactions, and attempts to micromanage it with extensive codification seem more likely to be corrosive than helpful.

I have not personally experienced any of this, but I hear and read stories of what other people have experienced. I have not experienced this as a problem myself, but I think this is a huge problem in general if this is happening.

I have not personally experienced or witnessed any harassment. Still I believe this is a very important topic that needs to be dealt with thoroughly and carefully.

I have not personally experienced or witnessed sexual harassment or assault at any ASA event, and I have not heard of any specific instances of such behavior. I do not doubt that it happens, and I am glad that the ASA is looking into this problem.

I have not personally had any bad situations at ASA events, but I was shocked to hear that so many others have had such experiences. I'm not sure how better to get their input, but this survey is a good start.

I have not personally witnessed sexual harassment at any ASA event, but it may have happened anyway without my having witnessed it.

I have not seen or experienced any evidence of the sorts of things asked about here. From what I have seen, women, minorities, etc., are treated with the same professional respect as everyone else. Of course, being in a group that is not normally subjected to harassment, etc., my opinion may not be worth much here.

I have not specifically witnessed or heard rumors about any gender-based discrimination, harassment, unwanted advances, etc. as relates to any ASA-related event. Nevertheless, I do not doubt that there may be some of this happening only because it is a deeply rooted societal issue. I applaud ASA for addressing this head-on, seeking feedback from our members, and I hope that the survey data will provide actionable evidence that helps our community become as unbiased as possible in all regards.

I have not witnessed any evidence that sexual harassment is a significant issue at ASA events.

I have not witnessed nor do I have knowledge of any of the behaviors addressed by this survey. I also do not have any professional contacts through ASA (or other professional associations) who I would suspect of being guilty of the types of behaviors addressed by this survey. That said, I think it appropriate that ASA have a policy and guidelines in place, and that this policy and these guidelines be communicated to ASA members.

I have not witnessed or experienced sexual harassment at ASA events or as a result of meeting people at ASA events. I cannot provide any comments other than I think the ASA has given adequate consideration and effort to preventing sexual harassment.

I have nothing to suggest, but as a male who is an unlikely target for gender-based misbehavior, I hope this survey is directed mostly at ASA members who are at higher risk of inappropriate conduct of this nature.

I have only attended women-focused events.

I have only attended ASA events in groups with female colleagues so that would skew my results. If other females attend in groups like this, that would insulate us from this sort of thing.

I have only attended one ASA event and I did not see, hear or experience any sexual misconduct of any nature.

I have only attended one ASA event: The CSP conference last year. All of my responses are based on those few days and I didn't experience any gender-based mistreatment or sexual harassment.

I have only heard from others (on Facebook) about someone within a Bayesian group (not sure if it is ASA-related actually) who made wildly inappropriate remarks and performed in an unprofessional manner, possibly criminal, towards women in the group. It caused a committee from another society to which I belong (and used to be chair of) to make a statement about harassment in the advertisements, and similar, for our meetings. Good to see that ASA is taking the matter seriously. I hope these issues do not take place in future as there is no place for it!

I have personally not had any issues with sexual harassment at ASA events. Other than an offhand comment made a few years ago, I have never seen or heard of issues of sexual harassment at any ASA events so am not aware of any ASA policies regarding this. I would expect that any policies ASA develops would include the plurality of sexual orientations that exist.

I have personally never experienced any kind of discrimination or sexual harassment at any ASA event. Therefore, I could only recommend listening to those who have. Ask them what would make them more comfortable to speak up, for instance.

I have seen senior statistician engage in sexual harassment, but not in the context of ASA meetings.

I haven't attended an event and have not heard of there being an issue.

I haven't attended any ASA events, so don't really have anything to contribute. I have attended other industry-sponsored events and haven't noticed incidents of harassment.

I haven't experienced any harassment, but I would imagine a way to report things anonymously might help.

I haven't experienced any misconduct at the JSMs that I have attended. I am glad you are conducting the survey and considering taking steps, though, and this is much appreciated.

I haven't experienced sexual harassment at any ASA event.

I haven't heard of anything untoward at an ASA event. Even if something has happened, the Meeting Conduct Policy looks reasonable, so I wouldn't want to overreact.

I haven't noticed sexual harassment being a problem at ASA events.

I haven't observed such incidents at ASA events. However, I have observed sexual harassment in many other professional contexts over my 35-year career since grad school, ranging from physical harassment and intimidation to verbal condescension and disrespect for women. I hope ASA will do what must be done to make it clear to all that this will not do.

I hope that, as objective scientists, members of ASA can find a middle ground that both encourages respect for individuals and protection from unsubstantiated accusations.

I imagine that the underlying need of this exercise is to ensure that the ASA has an adequate policy in place to determine when to exclude someone from ASA events. I hope the organization will define harassment that requires action as being either serious, widespread, or persistent, and that perpetrators should be spoken to and given a chance to make amends before being excluded. If reporting is too consequential, it will not help anyone in the long run.

I joined ASA about 1976, attended many meetings and organized some conferences. I never felt discrimination based on sex among my colleagues in statistics. I never felt uncomfortable or harassed. I did experience some of these professionally in the university in which I taught but never at ASA meetings or events.

I just read the policy, which makes sense to me by designating the event organizer as the first line of defense. I had not looked into this previously.

I just want to say that I have not been a target of any inappropriate words or actions at any ASA event, nor have I observed any. I do not deny anyone else's experience and hope that my experience is typical and that any inappropriate words and actions are rare. Thank you for being proactive on this.

I know that the ASA is in the process of updating policies, so I'm not sure the answers to the last two questions are fair.

I like the idea of providing a liaison that attendees can talk to if something inappropriate happened, but whom is not required to report the incident if the attendee doesn't want that.

I may be too old or naive or both, but I don't think it's a significant problem. Sexual harassment of any kind is completely unacceptable at ASA events – that should be the policy.

I mostly attend JSM but have run a few DataFests as well. In my experience I do not think the ASA has a sexual harassment/discrimination problem.

I must say that I am somewhat surprised that this is obviously a matter of some concern. I am a senior female who attended her first ASA event over 40 years ago. I can honestly say that I never experienced anything remotely like sexual harassment at an ASA event, although I did have such experiences, ranging from overt sexual misconduct and harassment to rude and misogynist behaviors and attitudes, in my various workplaces. The worst I ever experienced at ASA was the occasional boor with unenlightened attitudes. I have held multiple appointed and elected ASA offices, and both enjoyed and benefited from those experiences. I would be very sorry to learn that the safe environment I experienced for all of those decades is not a reality for the newer generations of statisticians.

I have never attended any ASA event. The emails I receive through membership are professional. No hint of obvious bias. There may be bias in salary for the same function/job but this depends on the area. There is bias in advertised jobs. For example, the need to be a U.S. citizen. Find this not a good thing if ASA wants to proliferate as an international organization with equal opportunity for any nationality.

I never experienced such kind of bad behaviors, and I believe they almost never happened (at least to my knowledge).

I participated in two JSMs and I never met any even unpolite behaviors. Really, I do not know what I can suggest to solve a problem I did not see.

I personally don't know instances of harassment. I support having a policy that makes it clear that unwelcome activity along those lines is totally unacceptable. I hope ASA is able to benefit from other policies/statements that similar associations may have in effect, rather than reinventing the wheel. I also hope that policies are developed that address actual instances and risks, rather than spending resources on unlikely situations. I perceive ASA culture to be generally healthy.

I personally have never experienced or witnessed harassment.

I personally have not experienced or witnessed any forms of sexual harassment or inappropriateness at the events.

I personally have not seen sexual harassment at any ASA events. This does not mean it does not happen of course. But I think that the current policies do an adequate job of mitigating sexual harassment.

I personally think the problem of sexual harassment is overblown by the media.

I realize that this is an area fraught with difficulties. However, it is very difficult to see exceedingly well-known statisticians at meetings, who have been allowed to get away with harassment and inappropriate behavior because of their stature in the field. While some individuals were fortunate to be warned about their behavior, not everyone knows, and thus these individuals do put young women at risk and lead to women leaving our field.

I realized as I responded to the earliest questions that one's perspective on harassment depends on many characteristics, including one's age relative to that of the other(s) involved, one's stage of development, one's own ability to stand up to others, how well all individuals concerned have practiced maintaining courteous discourse prior to the encounter – which includes their socialization as youngsters and as they've grown up. Many circumstances may arise at certain milestones in development that will not arise later, and some people will accept them, others will bypass them or be oblivious to them, others will be overwhelmed by them, and still others will be outraged. I do not mean that harassment should be accepted in any event, only that the conditions that permit it or prevent it likely cannot be spelled out and it seems the current Meeting Conduct Policy attempts to be general enough to allow someone who is sober to recognize when he/she is stepping over the line or someone else is. The challenge will always be the person whose judgment is faulty, whether in all instances or temporarily!

I really appreciate the ASA being so proactive about this issue.

I really didn't know this was going on at all. Again, I don't attend events.

I really do not know anything. I have not witnessed or heard of inappropriate behavior at meetings. I have heard a few complaints about faculty behavior in faculty meetings – very few, 1 or 2.

I recall that I myself once treated female and male graduate students differently at a casual discussion of their research, when we were all going to an ASA event. I had not meant to do this, and I was grateful to the students who very politely called out my bias.

I regularly attend ASA luncheons and at least one conference every other year. I have not experienced (personally or witnessed) any instances of sexual harassment to my knowledge. This is not to say they didn't happen, I have just not been privy to them. I think this is a very important issue for the ASA to be out in front of, though, and commend them undertaking necessary research on this topic.

I see no changes that would be beneficial to me. For some it might be useful to more clearly display a resource/specific person to talk with if they experience sexual harassment.

I see no problem.

I simply have not seen a problem. In my university and private career, I certainly have. I am now 72 and have found being older has some good benefits.

I strongly recommend that the policies be directed to suppression of persistent unwanted sexual overtures (especially by senior colleagues of the recipient) without constraining social overtures that might lead to consensual sexual expression.

I strongly support efforts by the ASA to continue studying this issue and updating its policy as needed.

I suggest making some advertisement campaign to send to ASA members, about the importance of it.

I support ASA's efforts to review and develop policies on sexual harassment.

I suppose you can designate a chaperone of sorts, to whom sexual harassment can be reported.

I suspect that the answers to these questions may be crucially dependent on gender.

I think a general video for all members should be viewed. I think the ASA President should address the topic. We come from many different cultures that have different norms of behavior. I recommend that a committee on diversity develop a video to highlight such differences and highlight behavior that may be perfectly acceptable in one culture but offensive in another. Women in some cultures are so badly mistreated, one is reluctant to be friendly.

I think a major problem is that a lot of statisticians do not know what constitutes harassment. Many of us, of all genders, are awkward or come from different cultures where what is acceptable is not always clear. Many (not all) harassers would probably deny (or not realize) that they are behaving inappropriately. Candid discussions of what is/is not OK need to happen to educate our membership better.

I think a policy is good unless it becomes an issue then being more verbal in meetings would be important.

I think all of the questions that I answered were related to what I've had happen to me directly. However, the survey didn't really seem to touch on what I've witnessed at ASA events, which is much more substantial...I've witnessed a lot more inappropriate behavior than I have experienced directly myself. For example, I've never had someone tell me to avoid someone, but I've had to be the person warning others way too many times.

I think among the most insidious behaviors is cutting off a female mid-speaking. It reveals an underlying disrespect due to the speaker being a woman. This can be in personal [conversations], groups, or even [during] presentations or posters. It would be good to have this behavior singled out as being disrespectful, maybe in the program guide.

I think appropriate experts should be contacted to work on these. Individual members' suggestions might not be a great way to go here.

I think ASA is doing a good job, at least I didn't have any negative experience at the meetings.

I think encouraging a policy of openness and encouraging men to speak up when they witness something is key. Also, many of the events I have witnessed have involved the perpetrator having [had] too much alcohol. That's very difficult to regulate.

I think I observed [the] rare event.

I think it is good that the ASA is doing their "due diligence" on this subject to ensure awareness and policies, etc., are appropriate to meet the needs of members in today's culture/society.

I think it is important to have a clear policy and expectation that sexual harassment is not acceptable.

I think it is important to have a thorough and comprehensive policy with the ability to raise issues and someone independent [to] decide the punishments.

I think it is important to raise awareness. Many people who engage in inappropriate behavior do not even realize the impact that they have on others. As far as reporting goes, it is critical that any actions taken be both sensitive to the individual reporting but also fair to anyone who is accused. We must not provide an environment that encourages people to make unsubstantiated claims that can destroy other people's careers regardless of whether they are true. Maintain privacy for both parties.

I think it will be hard to get rid of this kind of behavior. There are creeps everywhere. I think it's really important for senior people in our field to blow the whistle whenever they see this kind of behavior or hear about an instance of it.

I think it would be helpful to explicitly discuss sexual harassment and provide information on how to report such misconduct. The ASA should also put in place a zero-tolerance policy as it relates to sexual misconduct.

I think it would be helpful to pay special attention to the job-interviewing parts of ASA events. Candidates are in a difficult position with respect to potential employers and people from whom they need recommendations. Interviews in hotel rooms are particularly problematic.

I think it's good they're paying attention, but unfortunately sexual harassment and misconduct is just so ingrained that I think very few women would actually feel comfortable reporting anything if they wanted to stay in academia.

I think it's great that it's being taken seriously. Just because I've never experienced a problem doesn't mean I don't know that problems can exist – ASA is doing the right thing to be concerned and try to mitigate any problems.

I think it's very important to have such policies. Over a long period, I have not (as far as I recall) witnessed or experienced any cases of harassment, condescension, etc. at ASA events. I have occasionally seen this within academia.

I think people still will be afraid to report people for fear of retaliation. Also, to my observation, reporting people to employers often goes nowhere.

I think probably the problem of sexual harassment is much worse for women at these events. As a man I have never felt harassed (though perhaps there have been occasions where if I were a woman I might consider it harassment, but didn't acknowledge it as such at the time). Making sure there is an obvious place for people (men and women) to turn to when they feel harassed would be good. I don't remember seeing such a thing at an ASA event.

I think sexual harassment is a serious issue. I have not attended many ASA-related events and so I am unfamiliar if there are any issues regarding sexual harassment, but I think it is good that any such issues are being looked into.

I think that ASA is doing well, and I am proud of being a member of this great professional organization.

I think that for any large organization such as the ASA to have adequate policies in regard to sexual harassment. These policies must allow fair assessment of all allegations. The majority of abuses involve perpetrators who are in a power position (senior, well-known, respected in their field, etc.) and a victim who often has little power. Therefore, it has been extremely difficult for the victim to protect their rights and sense of dignity but in the current climate things are changing for the better and making it essential for organizations to have up-to-date policies in this area.

I think that in addition to sexual harassment training the ASA could provide groups for women (particularly younger women entering the field) to help them with more abstract gender-based issues they feel take place.

I think that men often underestimate the impact of seemingly small actions on women. Some attention to making sure men understand that women can be deeply affected in ways that last a long time by unwanted touches and other unwanted sexual actions might be worthwhile.

I think that sexual harassment is a poorly defined term. I think that limiting speech is always dangerous and should be done only in life or death situations. No one should ever be threatened but equating real harassment with unwanted looks and "inappropriate jokes" is intellectually dishonest, infuriating and dangerous. So, my suggestion is that you should narrowly define sexual harassment to mean real harassment.

I think that the Conduct statement gets at a lot of the very overt things that happen, but there are many more subtle things that are hard to address with such statements. The overall climate is still quite unbalanced for men and women.

I think that the misconduct policy adequately addresses sexual harassment in theory, but I think the reporting structures are new and awareness of them is still being raised (which is good!) so

I'm not sure that the implementation of this policy and reporting structures is yet adequate. I also think how the association responds to future incidents will determine if/how the culture shifts around this behavior.

I think that the policy is clear and adequate for sexual harassment. I wish that there was also a statement about not merely tolerating differing opinions, but saying that ASA is here to create an environment of inquiry and constant collaborative support for those with perspectives and experiences that may differ from our own. This would set a tone for a field that is largely underrepresented in gender and race that the minority voices are important for the quality of the work.

I think that there are ASA events and then there are social activities that occur during the meeting, say dinners or drinks. Not only men in the ASA but many men can misinterpret or be braver when they have been drinking alcohol. All should be responsible when you notice that some may be behaving a bit too friendly.

I think the “#MeToo” movement has taken care of this much more effectively than any formal policy the ASA might develop.

I think the ASA should absolutely release the full results of this survey that they are paying for (if they are not already planning to do so). If sexual harassment is a problem, then we need to know about it, know the extent of it, and react appropriately. If it is not a problem, then we also need to know about that, so that fewer resources can be devoted to the matter of sexual harassment if it turns out to be a non-existent problem. I think the ASA has not been at all forthcoming so far.

I think the current policy is appropriate on the subject of sexual harassment as it is currently written.

I think the people that actually read the policy and the people that need to read it and internalize it are different groups. So, while it's a fine policy to be able to point to, I'm not sure that listing intolerable activities gets the message through. I think that part of the problem is some people don't know when contact or sexual attention is unwanted. As was mentioned at the panel at JSM (I'm paraphrasing): Conferences are professional events and were never for flirting in the first place.

I think the policies should be rigorous and applied with respect to the purported victim and purported perpetrator.

I think the policy is fairly comprehensive but lacks information on an alternate contact for reporting in case the offender is the organizer of the event.

I think the policy is fine, but the reporting mechanism is too vague – report things to the event organizers. People may not know who the appropriate organizers are – ASA staff, conference

program committee, etc. There should also be a dedicated email and phone number to handle issues.

I think this is political due to the timing of this survey. Specifically, the recent judicial selection hearing on TV. I think everyone is going overboard in categorizing gender, race, etc. The fact you feel you have to do this tells me ASA categorizes as well. I, fortunately, do not categorize people by the way they look. Please do not lose sight of facts and common sense. My assumption is if any man or woman feels there is sexual harassment, they should report it.

I think you should survey more women than men. These events happen to females more often and they often don't speak to their male colleagues about it.

I thought that some of the questions asked of the presidential invited speaker were condescending and would not have been asked of a man. Some people took the talk as an opportunity to air their grievances in a way that they probably would not have if the speaker was male; thankfully, she was incredibly poised in her responses. I don't know if there is maybe a way to moderate these questions slightly in the future.

I understand that there have been issues reported recently. Perhaps I've been oblivious as a white male but I've not observed any inappropriate behavior due to gender, race, etc. I was unaware that ASA had [a] meeting conduct policy. I would suggest that it be more prominently displayed. Perhaps it should be splashed on the screen when you register for any event? Or, even better: to use the app, what if you had to acknowledge the conduct policy? That would ensure delivery.

I understand why, in light of the current culture of #MeToo, that this is being brought up by ASA to develop a policy, but it seems an unnecessary thing to do. Current policies and guidelines are sufficient and ASA does not need to further focus/highlight this. In general, the organization has too much interest in politically correct issues and this is another example of that. If I didn't need to have a membership for professional reasons, I would no longer renew.

I was always treated as a colleague and an interesting person at the events I attended.

I was not aware of the ASA Meeting Conduct Policy until this survey. I have not recently attended an ASA meeting, however, so this may be adequately communicated to meeting attendees. If not, it should be included in registration information for each ASA meeting held.

I was not aware this was an issue for the ASA. Were there some incidents that prompted this?

I was really not a good choice for your sample. I have attended only two national meetings. I have never personally experienced or witnessed such an incident, but since I have almost never attended, I really can't speak to what generally goes on. Since it occurs in almost every venue I would not be surprised if ASA has its share, especially in a male-dominated field. But I have simply not been there enough to say anything reliable about it.

I was trained as both an experimental psychologist and a statistician – the amount of inappropriate sexual behavior is so far less at the statistics meetings than the psychological meetings that it was a welcome change for me. I am not sure whether the inadequate recognition is due to my role as the consulting statistician and co-principal PI on projects, grants and manuscripts or related to my gender.

I welcome the effort, but I do not have any specific suggestions.

I will want to suggest that members found guilty of sexual harassment should be dismembered. There should be a counseling unit to address the emotional impact of victims of sexual assault/harassment.

I would keep it simple. Tell ASA members the sexual harassment policy and let everyone know the steps to take to voice a complaint. There should probably also be a method to voice a complaint anonymously.

I would love to see more statistically validated research in general about sexual harassment, because advocacy is best done from a factually informed place

I would not know who to approach if I saw or experienced anything like this. It would be a good gesture to have some comment section on the ASA website that would be something like “Report of Inappropriate Behavior” (this would cover more than sexual harassment – bullying for example).

I would suggest ASA provide some public events to increase the awareness of sexual misconduct as there are more and more ASA members who are originally from a culture where females are the suppressed gender in the society and they may not fully aware certain actions are already considered as sexually inappropriate in the U.S.

I would suggest laying out clear guidelines as to what constitutes harassment.

I would suggest that the focus be placed on the harasser and how their behavior is the behavior causing the problems – that it is not the complainer who is the issue.

I would view data from a study like this as the starting point for considering an appropriate response to the problem, if there is one.

I’m a male and have not experienced harassment. A couple of my female colleagues have noted what I would term sexist behavior, but I did not see it.

I’m a new member and this is a little scary...

I’m a young female and feel this is a non-issue at ASA events, so keep up the great job!

I'm an old fart, happily married, so I'm pretty sure that if any of this stuff is out there at ASA events, I miss it entirely.

I'm glad the ASA has been addressing women's representation for professional recognition – rather than just continuing to treat women as a rich source of competent, uncompensated committee labor.....

I'm glad to learn that ASA is addressing this issue.

I'm glad to see that this is happening as I believe it's important in general, though I've never seen any evidence of it at ASA.

I'm happy with what has transpired with recent incidents.

I'm just reporting what I've heard re: [REDACTED] and others. I've not personally experienced harassment myself. In general, I would suggest having some system in place that minimizes the chance that a report of sexually inappropriate behavior results in retaliation. Also, in places (outside ASA events) I've seen constant low-level harassment drive people away that never crosses any established lines. A cumulative effect needs to be considered.

I'm not sure to what extent the purview of ASA's policy extends to off-site activities (e.g., group dinners, walking around conference cities). At what point would contacting local authorities supersede ASA?

I'm surprised that this is an issue. If it's not an issue and you are just being proactive, that's wonderful. :) Thank you for being concerned about being inclusive and welcoming.

I'm thrilled that the ASA is taking this seriously and acting towards putting policies in place and making them visible to members.

I've been a member of the ASA for about 40 years and did present a paper at the JSM in Montreal about 4 years ago on my experiences as an international consultant. However, I rarely interact with the ASA or any of its officers. So I am probably not the best person to ask to take this survey. Having worked for almost 30 years at the BLS and the Census Bureau I never saw or experienced any inappropriate behavior at either of those two major statistical organizations.

I've mostly been involved with the statistical community through schools of public health, which are primarily female environments. Sexual harassment isn't entirely absent, but it's not as prominent a problem as in statistical/computing fields where women are rare. A lot of ASA chapters have very few people attend meetings – Even if a harassment policy is in place, if the one person who organizes is the problem, a victim would be left to either not advance their career or be harassed.

I've never been to an ASA event nor have I ever been told by anyone that sexual harassment is an issue/concern...

I've never been to the JSM "dance" that is held each year. Seems odd to hold an event like that at a professional conference.

I've never experienced sexual harassment or observed it at an ASA event. If it does happen, I would imagine it more likely behind closed doors so there are no witnesses. There should be some process to help prevent and report inappropriate actions. At the University I worked for 14 years, a PI verbally harassed and abused me and others. (He caused one woman to cry during a meeting, as just one example.) I reported it to the Dean but nothing was done. They stick up for each other. As long as you bring in dollars for research you can abuse people. When I worked in industry, I was told by several women about inappropriate sexual behavior they experienced. My last position in academia, the chair was removed for harassing a female employee. He was not fired – they just moved his office to a different floor. This happened about a year ago.

I've never witnessed any problem of this type, so I don't know if it is really needed

I've only been to one ASA event since I've been a member. I chaired a session. I had very little interactions with other participants. Hence my experience is extremely limited. As to whether the Meeting Conduct Policy statement is enough to curtail sexual harassment at ASA events, this should be asked of victims.

I'm an older, large white male, and as such I'm not the target of sexual harassers.

I'm glad to receive this survey. It reflects concern for a problem that is all too common. Senior statisticians at my university didn't support junior staff.

I'm glad you're doing this!

I'm male and don't think this really affects me, but this issue is very important to me and my profession.

I'm more concerned with intellectual harassment. I've seen people just give up and leave research because it really isn't about building schools of thought anymore. It's about self-promotion.

I'm not aware of any problems.

I've been a member of my chapter for about 1.5 years and on the board for much of that time. I have not heard of any issues, complaints or even policies.

Identify situations in which these incidents occur. If they are commonly fueled by alcohol, cut back on availability of alcohol at corresponding events.

If a man condescends to a woman (or vice versa), it's not necessarily sexual harassment. Some people are just jerks.

If accusations occur, that they be investigated by an independent third party. If people [are] found to be credibly accused that they be prevented from attending ASA events. Have information and support available for victims.

If an individual is found guilty of such transgressions, they should be made an example of. Thinking of the well-known [REDACTED] incidents last year, it would have been good if the ASA, companies, and/or universities he was affiliated with to make statements and use the opportunity to show they stand in support of the victims, and that such behavior will not be tolerated, rather than have it come out later in external media sources.

If gender is fluid, then gender discrimination does not mean anything.

If harassment takes place, it should be dealt with immediately and effectively. If mistakes are made or actions misinterpreted, followed by apologies and corrective action – they shouldn't be held against a person, especially when an event occurred long ago.

If it's known some problems exist, specific contact information is needed so the persons who need help can seek help. A general ASA phone number is insufficient.

If someone makes a complaint, make sure they include their identification and any corroborating evidence, so that the accused can maintain his or her rights. Also, for rape or attempts at rape or other criminal offenses, direct the accuser to the police; it would be highly inappropriate and dangerous for the ASA to act as a quasi-police and/or court system.

If the ASA wants to really understand what is going on, they need to communicate this to members and define what is and is not harassment, etc.

If there have been incidents or complaints in the past, then it's important that ASA addresses these issues.

If there is a policy than make it known and visible to all attendees

If there is no "meeting concierge" there probably should be one. This person would field any harassment complaints as well as other practical problems.

If there was a way for someone to anonymously report harassment, you would get more reports, but on the other hand that system allows a person to falsely accuse someone. Not sure what the answer is.

If you look over the past ASA meetings, so many of the invited speakers are male, I don't believe that they try to balance the program.

Implement an easy way to report sexual harassment.

Important to address egregious episodes of sexual harassment. But you can feel uncomfortable simply because of how a person looks at or briefly touches you – stuff you'd feel silly reporting because it's so minor and could easily be passed off as being friendly. It's once you start talking to others and realize they feel the same way about said person that you know something is off. Hard to develop policy around this type of behavior without becoming the PC police (which is also undesirable).

Important to have transparency.

In addition to ASA on ASA, I would imagine ASA on vendors in the Expo would be worth a little thought because the power balance is unequal and engaging sales behaviors could be misinterpreted.

In addition to the possibility of reporting to the event organizer, the policy should include an opportunity to provide a complaint to someone at the ASA office.

In addition to what is already present in the ASA policy, if one is found (not suspected – because one is innocent until proven guilty) to have committed such an act, their membership should be revoked and a ban from ASA events should be implemented for a length at ASA's discretion.

In developing such policies, ASA needs to receive feedback from a wide range of individuals, all those who attend meetings in various capacities, persons of all sexual identifications.

In imagining the absence of sexual harassment, I envision an experience that would also be marked by increased understanding and sensitivity to issues of both gender identity and disability. As a lactating mom at an ASA event, I was frustrated that my need to remove myself to a private location every 3-5 hours meant not only that I would be missing 30+ minutes of conference content at a time, but more beyond that. Talks scheduled second or third in a session were moved up in time from the scheduled time if the previous speakers finished early or did not show. The impossibility of predicting the time of a talk that was not first within a session felt like an unnecessary barrier to access.

In my 63 years as an ASA member, I have seen only professional and gender-respectful behavior at all ASA meetings, both national and local. The ASA is an outstanding example of how to make decisions and treat other people equally, independent of gender.

In my experience (of peer counseling victims of sexual harassment), the person who is/has been harassed just wants the harassment to stop and the policies in place at their school, workplace, etc. only exacerbated the problem; they were unable to return to school, work because of the fallout of reporting the incident. My co-counselor and I learned that many policies about SH are set up to protect the institution, not the victim.

In my experience, ASA has been responsive to suggestions. This is based on just one occurrence, but I assume it generalizes. Divulging this information also discloses my identity, but I am okay with that. The Executive Director and then-President of ASA were very responsive and quick

when I mentioned that “gender identity or expression” was missing from the meeting conduct policy, and that was changed very quickly (perhaps that same day). I was so pleased with that response!

In my opinion, reading the ASA Conduct Policy at the opening of ASA events would be helpful.

In reality, I am a white male – I have not experienced any issues but am curious to hear from more at-risk populations.

In the 60 or more statistical events (WNAR, ENAR, JSM, and winter meetings I’ve have attended over 45 years, no incidents come to mind.

In the first questions I chose “not a problem” as the answer because I have never experienced any unusual behavior from other conference attendees. This does not mean that I think sexual harassment (SH) is not a problem. I think it is! However, this is not just an ASA problem, this is a society problem. Sexual harassment is not exclusive to scientific meetings! Also, there is a fine line between what is “SH” and what is “trying your chances at love/sex.” Should we not also be discussing this?

In the meeting conduct policy, it says to report any inappropriate behavior to the meeting organizer. I have no idea who that would be at most meetings I attend.

In the past couple of years a few statisticians have been accused of sexual harassment/assault and some have faced consequences (terminated employment) when the authorities have been convinced of inappropriate behaviors while others were given the option to resign/retire. Some of these are Fellows of ASA. I know the Fellowships are based on academic contributions but I wonder how letting them remain as Fellows aligns with ASA policies. I do not know if ASA had any discussions on whether to take back the Fellowships or any policies/decisions should be made regarding these statisticians. It is disheartening to the victims to see their harassers not face any consequences of their actions.

In the policy I would like to see an elaboration of the reporting process and how reports are handled. Currently it just says any issues should be reported and the offender might be removed. I would like to see that a same-gender organizer will be available for reporting. I’d also like to know how reports are handled – who investigates, how quickly is the issue addressed, that police/other authorities will be brought in when needed.

Include general consideration of implicit biases and power imbalances.

Inclusion of many voices and opinions will be important. In addition, policies in place to try to help the person who is harassing get the right professional help for their behavior.

Insist that any allegation must be substantiated by evidence before any action is taken against an individual. An allegation is NOT credible based on the emotion displayed by the accuser or the gender making the allegation. I have personal experience with woman that have lied. Sexual

harassment is serious. We must maintain innocence until proven guilty. Treat all allegations seriously and investigate fully.

Install a perceived sexual harassment button on the ASA app/conference website that would enable folks to record their feelings in real time.

Instead of saying “contact the organizer” if you experience a problem, provide a link or contact information in the code of conduct. And I suggest the contact be a woman, if possible.

Institute an announcement/warning prior to each session (something like, “We will not tolerate any inappropriate behavior here,” “Enough is enough and such behaviors are not acceptable here anymore,” strong language and tone for these are important). Also, clear encouragement for reporting AND strict enforcement of sanctions.

Is this really a big enough deal for you to email me constantly until I completed this questionnaire? Everyone needs to toughen up, this is a non-issue. Good grief.

Is this really an issue? We are all supposed to be professionals. Anyone engaging in inappropriate behavior should be censured.

It does [not] provide a way to report an incident if the organizer, or someone closely associated with the organizer, is the person who is acting in an inappropriate way. Also, I am not sure in some cases such as a larger meeting, how the organizer would be identified or found. When you say the violator would be banned from future ASA activities, how will you enforce that? For instance, there are chapters, sections, special interest groups, etc. How will this be enforced when many run their own events?

It doesn't matter if I personally have not experienced the kind of treatment discussed in the questions, and it also doesn't matter if I have not witnessed it firsthand. For me, the written testimony of fellow ASA members is enough. This is clearly a serious issue at ASA events, not to mention ISBA, IEEE, ACM, and SIAM events.

It doesn't really matter what the ASA does if there are not real consequences to inappropriate behavior. Some consequences may include: ASA membership revoked, banned from speaking at/leading sessions at conferences, banned from attending ASA events, etc.

It has been many years since I attended an ASA event, but I do not recall ever experiencing sexual harassment at any of the events I attended.

It is a cultural thing. It's not only ASA events, it's society. Males should behave different, and women as well. But women are in an inferior position.

It is an important concern and I am pleased the ASA is taking it seriously.

It is appropriate for an organization with the international stature of the ASA to be ahead of the game on this and to acknowledge that it won't stand for harassment or discrimination on the basis of gender or sexual identity or orientation.

It is certainly important that any sexual harassment at ASA events be recognized and dealt with.

It is difficult at times to know who the organizer of the event is – in order to report the incident.

It is difficult to address subtle forms of discrimination such as disrespectful attitudes and comments. We can legislate against egregious behavior and punish through exclusion, but to change the cultural values about what is acceptable behavior, we need larger numbers of senior women who are active in all parts of the ASA. We also need more racial and ethnic diversity.

It is disappointing to learn that a small number of members who are supposed to be intellectual professionals have treated another person in such disrespectful way.

It is good that potential issues get addressed before they happen, but I have never witnessed anything even remotely related to harassment of any kind (sexual or otherwise).

It is good that the ASA is dealing with this issue in a serious way.

It is good to have policies and reminders that warn members about those misconducts and increase awareness about sexual harassment.

It is great that ASA is taking a lead on this. I have not personally experienced very much over my time as a member of ASA. Times have changed, and I expect my understanding of things has too. Recently, I can't recall any incidents and no incidents that were detrimental to me at all. I have always felt safe at meetings and in meeting other people at the meeting. I want others to feel this way too. I hope this is not a large problem for ASA, but even if it is a small problem, it should be addressed.

It is important that due process rights be respected in any action that ASA may decide to take against someone accused of inappropriate behavior.

It is important that the rights of the accused be considered. Blindly believing an accuser is both naive and unfair.

It is not an issue that I have seen.

It is not clear in an open venue who is responsible for shutting down an inappropriate situation. Maybe no one takes responsibility because too many people are actually in a position to do so and all wait for someone else to step forward (or come to the default behavior and later assumption that it wasn't necessary/didn't matter because it is "all over now." It is not "all over now" for the person attacked (verbally or not), especially when so MANY people don't care/want it to go away.

It is not easy for people to communicate their experiences, in part because the perpetrators include men with a great deal of power and influence. An open accounting and reconciliation process would really help, but it seems unlikely to happen, and if it did happen, I suspect that folks would be reluctant to participate if they were to perceive that doing so might threaten their career. Friends tell each other about their experiences in strict confidence. I'm hopeful that we can find a way forward but I do not know what it is.

It is possible to provide third-party confidential reporting through organizations who are professional about this. See the example of the Welcoming Environment Policy of the American Mathematical Society at <http://www.ams.org/about-us/governance/policy-statements/welcoming-environment-policy>

It is to be acknowledged that conferences and the like are situations where individuals are away from their spouses and partners and meeting others of the opposite sex with common interests in professional engagements that can bring to mind the possibility of personal interactions as well. The problem is: How is one to know if a suggestion is unwelcome? For example, "Would you like to have dinner tonight?" – the person making the suggestion may mean no more than what was said, but the person to whom the suggestion was made may consider it unwelcome or inappropriate. I don't think the ASA would want to specify that any infringement of "the Pence rule" should be inappropriate, nor should they – it would be an infringement of personal liberty to mandate the behavior of two consenting adults outside the physical bounds of a conference. <new paragraph> My personal view is that the #MeToo movement is undoubtedly a good thing, because people (women) should be free to exercise their right to interact with whom they wish without badgering or pressure, and that people (men) need to learn that some instinctual tendencies they may be subject to infringe on that right. Hopefully it will lead to greater awareness of these rights and obligations.

It makes sense that reporting offensive behavior to the organizer is the correct channel, although I had not given it any thought. Including an individual name and contact information in an easily available location/format, such as the event program, would be helpful to someone with a need to report sexual harassment.

It seems that the concept of sexual harassment is well established. Given the momentum of the current interest in this important subject perhaps proposed policy changes should be monitored for excesses in the other direction.

It seems to me that ASA takes this very seriously.

It seems very standard. Sexual harassment does not seem to be a focus of the policy. There is also no information on what to do if you see or experience a violation of the policy.

It should be explicitly outlawed, and verifiable violations treated very severely

It should be pretty much common sense, but I guess it is not common sense for some people. The primary principle is respect for others. Think before you speak or act. If you think it may hurt someone's feelings or make them feel uncomfortable, then don't do it.

It should engage or invite gender-based experts to some of the events to help them have the clear understanding of the contributions by different groups

It would be good to provide clarity between sexual attention vs. unwanted sexual attention. The former becomes the latter when a rejection, or simply the word "no," having been expressed, is not heeded.

It would be great for me and others to know who I could report troubling incidences to. I often tell my advisor, but if a person does not have a mentor they can talk to, it would be useful for the ASA to either have someone we can email (if the ASA already has someone like this, they need to better advertise it). Even better would be to have a designated person at each conference that people can talk to discreetly without fear of getting in trouble. If this were implemented, the ASA would need to be sure it's clear who this person is.

It would be helpful to develop not only short-term policies for dealing with sexual harassment, but longer-term ones as well. For example, how should the ASA deal with individuals that have previously sexually harassed others? Are they banned from participating in ASA events for the rest of their lives? Might they be welcome to return after some period of time has passed? How might the period of time be related to the nature of the offense? What role should the person suffering from sexual harassment have in influencing the reaction to the harasser? What responsibilities does the ASA have in terms of informing related organizations (e.g., WNAR, ENAR, ICBS) about poor behavior observed at its own events?

It would be nice if they publicized whatever they have in place.

It would seem that there are bigger fish to fry as an organization rather than jumping on yet another politically correct bandwagon. Boorish behavior of any kind should not be tolerated with or without the PC police jumping in. I personally find degree discrimination (oh, you only have a master's degree) a bigger annoyance than sexual harassment within this organization.

It's a difficult issue. On the one hand junior members (especially PhD students) have to be absolutely protected but on the other hand also senior faculty have to be protected from arbitrary false accusations.

It's difficult to contact and figure out who the ombudspople are, and what the consequences and the investigation process entail. Needs more transparency. I didn't finish reporting because I was afraid. I did not want to report then be told nothing was going to happen, or that the ASA did not believe me.

It's good to have a policy to show the awareness to prevent sexual harassment or sexual inequality in ASA.

It's nice that the policy is short and to the point but requiring repeat offences is not appropriate for more serious actions.

It's not clear who to report to if something occurs.

It's not the event, it's a few bad apples attending the events.

It's sad that anything above 0% of people do not understand how to treat others respectfully...

It's very generic, not very specific. Reporting to the organizer is vague as ASA events like JSM are enormous and "the organizer" could be one of very many people, most of whom have no ability to follow up on a report of sexual misconduct. As far as I know there are no teeth to this ASA Meeting Conduct Policy. In contrast, ISBA actually reprimanded one person and ejected several from the organization.

JSM in particular is very much a "male space." Usually most of the big speakers and awardees are men. I think changing this aspect of the conference is essential to creating a safer climate at JSM.

Just a couple of thoughts: (1) The more we focus on scholarly matters (and I mean scholarly, not professional or career) – matters that fully engage and absorb us – the less the potential for mischief. (2) Dial back the alcohol.

Just because I have not experienced a problem like this doesn't mean I believe there must not be a problem. I just haven't personally experienced them.

Just do the best you can.

Just ensure that it is known that there will be zero tolerance for these behaviors in the ASA.

Just make it perfectly clear that no such behavior will ever be tolerated. ASA members should exhibit the greatest of care in discussing any sexually related matter or material.

Just remember that there are two sides to every story.

Keep it simple, don't try to imagine all possible scenarios, acknowledge typical non-harassment human behavior.

Keep it simple. Please keep it simple.

Keep talking about it, keep the matter of gender or sexual harassment on the table. No more denials. Be proactive about making ASA and ASA events a safe place for everybody.

Keep the meetings professional. If the ASA meetings are considered a professional setting then the message is to act appropriately. I find it shocking that many view the JSM as a vacation. Part of this culture is promoted by the ASA. Just stop it – we are here for business. Messaging this business aspect will put people on notice to be on their best behavior.

Leave investigating crimes to the police; if whatever it is you're thinking you're dealing with isn't a crime, stay out of it. If something goes down *during a session,* bounce whoever is causing a problem and consider kicking them out of ASA. There is no need for "initiatives" and pearl clutching.

Less attention should be given to seemingly gender-segregated activities, e.g. Women in Statistics and Data Science, or at the very least an explicit role for members of opposite gender should be allowed and/or prescribed for in such events.

Let women know it is safe to report unwanted behavior and they will be taken seriously.

Life is full of clumsy attempts by men to get the attention of women. That's part of maturing for many. Empower women to seek help from a male colleague if threatened and empower them to tell senior statisticians to back off...and or seek help from an older female senior colleague. The consequences/impact on women may be lessened when the incidents are brought into the light of day quickly and women are believed. Empower men to offer assistance when something appears troubling.

Look at what other professional associations inside and outside the U.S. do about these matters, what policies they have in place. Why reinvent the wheel?

Make a clear statement that there is zero tolerance regarding sexual harassment/intimidation at ASA-sponsored events.

Make a noticeable and repetitive statement on event materials regarding ASA's stand on sexual harassment and a hotline for the victims to seek help.

Make a set of conduct rules.

Make attendees aware of the policy and what to do in case there is a problem.

Make explicit reference to the ASA policy against sexual harassment and avenues to report any such incidents, as part of the meeting materials of all ASA sponsored events – this could be a section on the agenda booklet with reference to the ASA website.

Make it clearer to members how to report inappropriate behavior.

Make men more aware of the issues for example. Young female statisticians are not even aware of what awaits in academia.

Make sure all exhibitors do not advertise/market in a way that might inadvertently harass or exclude others.

Make sure attendees are aware of the policy and recourse if any harassment occurs.

Make sure that every panel, every event, every invited speaker is gender balanced.

Make sure that there is a means for people to make complaints and a publicly available set of guidelines that will drive how the complaints will be investigated. Also, it is important to show a commitment to involve law enforcement when/if necessary.

Make sure there are always females in the decision-making process

Make sure there is a clearly posted policy at ASA events. Include a transparent and clearly visible way for people to report sexual harassment at ASA events.

Make the issue of sexual harassment more visible such that people know that there is or will be a policy. That could include space in the ASA publications and on the website when signing up for conference attendance.

Make the policies more visible.

Many of today's "leaders" in the field were educated when some "behaviors" toward women were considered by society to be "acceptable." Also, particularly in academia, there is a de facto need to confer respect on senior individuals. I have never been physically harassed, but as a younger woman in a male-dominated field I have felt uncomfortable with some interactions with senior (male) professors. Never have I felt uncomfortable with younger male professors (<55) or female professors of any age.

May want to pay particular attention to students and their experience at meetings. They represent a possibly more vulnerable group in terms of unwanted pressure or attention.

Maybe ASA should encourage its members to read about sexual harassment policies (direct where to find them) and educate them on what they need to and/or can do if and when such circumstance occurs.

Maybe better communication about it would help. Illustrations of what does and does not constitute professional behavior. Nothing that happened to me crossed the line, but it certainly toed it.

Maybe have a statement clearly visible regarding sexual harassment of any kind is prohibited at ASA events, as a preventive measure just in case someone tends to have inappropriate behavior? Everyone I have had contact with through ASA is very professional.

Maybe provide the link for the policy at event registration.

Maybe the ASA president could address this issue in his remarks at 2019 JSM.

More direct [guidance] in what behaviors are not allowed.

More direct penalties and qualifications for what constitutes sexual harassment, without using a catch-all that could exclude more nuanced cases. Training for members.

More education and maybe workshops preventing these behaviors.

More useful than policy might be a reminder to attendees that their conduct reflects on their employer and that they are likely bound by their employer's policies while in attendance.

More women in leadership.

More women in leadership roles; it has definitely gotten better over the last 20 years but could keep increasing.

More, clear definitions of each type of harassment, maybe including specific examples.

Most attendees at JSM and ENAR in my experience are there for professional reasons and are mainly there for the statistics. I have not experienced or seen sexual harassment but I'm a male and females are more likely to experience this.

Most sexual harassment – whether thoughtless or intentional – is for the purpose of professional diminishment of a perceived competitor, but some is of a strictly salacious content. Clear statement of nontolerance of such behaviors is mandatory, and there should be accountability proportionate to the harm done, but it is necessary to have safeguards against false claims as well.

My answers reflect the fact that I am a man and men tend to face a lot less sexual harassment than women. I am very sympathetic towards people, particularly women, who feel that harassment is a problem.

The meeting conduct policy is inadequate [because] no clear mechanism for reporting and investigating claims of harassment (sexual or otherwise) are stated. Only that problems should be reported to the "event organizer." In my opinion this is not a sufficient framework to ensure that grievances will be reported and properly examined. There should be an ASA committee with the responsibility of handling any complaints of harassment, or improper use of authority.

My experience has been that statisticians are a pretty easygoing and egalitarian group overall, and I am not aware of any sexually related biases nor harassment.

My experience has been that the ASA is gender-inclusive, probably more so than any other professional organization in the STEM disciplines. One strong piece of evidence is the number

of women who have held high office in the ASA. I would hope that a survey like this is just precautionary and not based on any widespread issues as addressed by the questions.

My experience in ASA is that most of its members are aware about respect of diversity and gender equality.

My experience is that there is a very strong focus on science during ASA events, and am not aware of sexual harassment. I hope that this is true in future events as well.

My experience with ASA, over 40 years: I have never been aware or seen any sexual harassment at an ASA event. The members of the profession have always conducted themselves in a professional manner and taken their membership in the ASA seriously. That said, I am a white male and would not be surprised if it has happened but in my circle of ASA colleagues it has not been mentioned.

My opinions are based on what others have told me, such as a young female statistician I worked with. She told me years ago that she would no longer attend professional society meetings (she did not call out ASA in particular) because she was “tired of being hit on by older, married men.” I am in my 60s, and do not attend many late-night get-togethers after the formal meetings, which is where I suspect that many such incidents occur (late at night, with alcohol involved). While I applaud the ASA’s conference policy on harassment, I feel that its existence needs to be better communicated, especially at the meetings themselves.

My own respect for others makes it unlikely that someone will cut up around me. I’m pretty hard core. My experience is nothing toward denying what may have happened to others.

My responses are pretty useless, since the last ASA event that I attended was over 13 years ago. My only recollection of it was that I arrived in the morning, made my presentation, and left that afternoon. Didn’t really speak to/interact with anyone on a personal basis. A more important point is that most of the people that I saw at the few ASA meetings were ugly white guys like myself. I fervently hope that the days of ugly white geezers ruling the roost are over!!!

My wife, who is certainly brighter than me, was treated with disrespect by one individual.

Necessary but do not have any suggestions.

Need more detailed set of procedures on reporting sexual harassment events and on how those [reports] will be handled.

Needs to be more explicit to this matter at hand.

Needs to be proactive with training for attendees.

Never experienced anything remotely sexual at any of the ASA meetings over the past 25+ years. Somewhat surprised this needs to be addressed.

Never experienced sexual harassment with respect to an ASA event, but I'm sure it's present. I hope consequences for violators are swift and commensurate with the violation/crime.

Never heard of any nor experienced any.

Nice survey ASA. CYA. Need to these days.

Nontrivial complaints at ASA meetings are best addressed directly to local police. Participants in ASA events should be advised how.

No comments. Harassment has never been a problem for me at an ASA event.

No need for special policy.

No problems at ASA.

No specific suggestions or comments to offer. I am pleased to see that this survey is being conducted.

No specific suggestions, but support efforts to have a strong and clear policy in place.

No suggestions or comments. I should add that my attendance at ASA events ended many years ago (extended roughly 1975-95). That was a period when many of the practices you ask about did take place, but I never happened to encounter any of them.

No suggestions. No comments. Never heard or seen anything related to the topic of this survey.

No witch hunts. Don't look for what doesn't exist.

No, I am okay with the current policies.

None at this time. I have found fellow statisticians either respectful or abstracted (absorbed with their own material), though I must admit I have been only to very few events so far – and no big events.

None at this time. Just that this is an important issue, and I'm glad that the ASA is addressing it.

None, given my lack of recent experience.

Not clearly explained what will happen if reported. I understand that there may not be a "typical" process, but that could be part of the problem. As it reads right now, the policy reads like you can report it, but there's not really a chance it will be adequately addressed...which is too often the case in such scenarios, contributing to underreporting.

Not sure I was the best person to send this questionnaire to. Seems heavily oriented towards female participants in ASA events. While I am sure that some (if not all) of the behaviors listed in the questionnaire do occur at ASA events (not surprising given the large number of attendees and their male preponderance), I personally as an old white guy certainly never saw anything going on that I would have deemed inappropriate. Perhaps it was because I just was not aware of what was (is?) going on. Perhaps ASA could consider including a function in the app for future meetings that provides confidential access to a senior male/female member of the ASA Board who can help diffuse any problems before they spiral out of control?

Not sure of any suggestions would be helpful if politics get in the way.

Not sure what to do about this, but it's unfair to women, especially attractive ones.

Note a contact person in the conference booklet or program if harassment occurs.

Obviously, I do not know what ASA has in place (my fault). But it would be important for individuals who want to report or follow through with an incident to find it easy to determine what she/he can do and what the ASA will do.

On paper, the meeting policy seems like it states that sexual harassment is not acceptable and won't be tolerated at ASA events. However, the policy may not be well-publicized. If a link to it had not been provided in the survey, I would have had to search the ASA website to see if there was a policy. Reporting violations to the coordinator of the activity is vague. More specific information (name, contact information) would be helpful if not already provided in the information for a meeting.

One of the most effective tools is education. In my experience, some people don't really understand what can be considered offensive or embarrassing (e.g., jokes, personal comments). And with the new, to me, need for gender neutral word usage – some practical education may be useful. For example, paying attention to individual's request for gender neutral pronouns and how that is done.

One of the nice aspects of the statistics profession, from what I have seen over the years, is the near perfect gender equality. We look to talent and achievement...

Only harsh punishments will be effective. Those who feel entitled to objectify and abuse women will not understand anything less.

People that I have met and observed at ASA events over a long period of time have been very respectful of other attendees.

Perhaps informing participants at ASA events of the Meeting Conduct Policy, and having names and phone numbers available if anyone encounters any harassment.

Perhaps make information – e.g. helpline, reporting procedures – available in the meeting-specific app, on brochures, etc., rather than buried in a “code of conduct” which nobody reads

Perhaps make the policy something that we agree to upon registration? I’m not sure that will encourage anyone to read it, but at least it will be obvious that such a statement exists.

Perhaps panel chairs can be instructed to pay careful attention to ensure that contributions of female panelists are not ignored or misattributed to one of the men.

Perhaps think more broadly than formulating policies and focusing on ASA events. What about developing educational materials? Seems there is an opportunity for ASA to educate young statisticians in particular on what constitutes inappropriate behavior. Make it less likely that anyone – perpetrator, target, or bystander – would think sexual harassment or related behaviors might be OK, whatever the context.

Personally, I have never experienced any inappropriate behavior. However, I have read news articles about such behavior at statistics conferences (possibly ASA events, I can’t remember). While personally I have had no bad experiences, those articles, if true, are very concerning.

Personally, I have never experienced nor have I seen actions that would be considered sexual harassment at ASA events.

Please allow room for and encourage dissent during these conversations. They are often one-sided. As a young woman in the field, I fear the repercussions and overcorrections stemming from the establishment of sexual harassment policies and committees (e.g. “policing” what constitutes appropriate behavior among a society of professional and intelligent adults, seeking out violations of sexual harassment policy (“if we look hard and long enough, we will find”), callout culture that suppresses fair exchange of ideas, and the stifling of genuine human connection); but I do not fear harassment at ASA events.

Please ban repeated offenders from attending ASA events, even if their sexual misconduct took place at non-ASA events. One idea is to maintain a “blacklist” of these people and show the last date of the violation.

Please ensure that there are clear repercussions/consequences articulated,

Please include orientation (GLBTQ) in your harassment policy.

Please provide more concrete rules and a safer way of reporting such issues.

Please remember to be inclusive of intersectional identities, i.e. between gender, race, sexual orientation, etc. Especially important for LGBTQ+ folks who experience discrimination and/or harassment.

Please use local police when incidents occur.

Policies are one thing; the implementation is another thing. It would be instructive to see what steps ASA has taken or plans to take to actually enforce the policies. How many times was there an internal investigation and what steps were taken to prevent further incidents?

Policy fails to address the fact that some actions are potentially criminal in nature. In such cases, ASA should report them to law enforcement.

Policy itself looks OK.

Prevent people [who] have acted egregiously from future participation at ASA events.

Prevention is best. Make people aware of what's not acceptable. Make kindness and thoughtfulness essential qualities.

Probably females would have more direct knowledge about these questions.

Professionalism and respect are paramount.

Prohibit or restrict alcohol consumption in ASA events.

Provide a link to the policy in email confirmations to events.

Provide a reminder of expected behaviors and reporting process at the beginning of all ASA sponsored sessions. Put it up on posters as well.

Provide contact information for reporting in the policy itself. Provide a phone number for reporting inappropriate behavior at specific events.

Provide education/outreach about ASA's policies and position regarding proper behavior.

Provide members with a point of contact at the event who they can feel comfortable consulting if they feel that harassment has occurred/is occurring at an ASA event.

Provide statements to address religion/sexual orientation/race etc. bias.

Providing a centralized resource (and/or a centralized reporting system) explaining what to do in case of sexual harassment, and putting that information somewhere in the program or welcome materials, could be helpful.

Providing these policies clearly, having plenty of options for reporting, and making it clear that condescension, harassment, discrimination, or other negative actions based on gender are 100% unacceptable will be helpful in creating a more modern and responsive ASA.

Publicize ASA's stance on sex discrimination. Teach older males how to act towards younger females.

Publicize in JSM materials and on a poster at registration/vendor hall how to report problems. Provide some free training on how to handle awkward situations (play acting would be good...someone says A, examples of how to reply; someone does B, examples of how to respond). Possibly a booth in or near the vendor hall with someone available to provide tips, but some place a bit discreet.

Publicize the sexual harassment policy more.

Publicly remove members who commit sexual assault regardless of their seniority. Feel like a lack of accountability has led to a lot of issues. Encourage allies and survivors to speak up and offer legal support to fight against career retaliation.

Put a snippet of information in the brochure or email for ASA Events so if something occurs people know they've seen the information before.

Put certain text in bold. Also include that inappropriate behavior should be reported to the authorities. Whatever other information consistent with the Me Too movement should be included.

Put in place whatever needs to happen to help ensure that no sexual harassment takes place. This isn't an issue that should have grey areas of rules and regulations.

Rather than focusing on this narrow morally wrong issue, I think our time would be best focused on teaching and encouraging our members to think and do what is morally right. This would be best for our country at large, too.

Re: the last paragraph: 1) an easier reporting process should be in place that isn't intertwined with organizers/others in power who may be more closely associated with accused. 2) Complaints of sexual harassment/assault are too frequently dealt with "internally." A process for involving law enforcement at the victim's discretion should be included.

Recently, there has been good use of social media to propel this but in the past I never saw ASA really promote it (5 yearish member). It's a hard subject to report so I think the more knowledge of the confidentiality and security of the reporting should be foremost in the discussion. I know if I ever experienced something like that I would want to know that my report is safe, private, and not having the potential for professional backlash on me for reporting it.

Recommending reporting to "the organizers of the event" may be sufficient for small events, but JSM and other larger conferences need to have something better, that makes it very easy for people to find and report. I wouldn't even know who to consider the "organizer" of JSM. Perhaps a booth or dropbox at the Expo that is well-advertised.

[REDACTED] incidence should not be repeated. Ask people to speak up. Have every member of ASA take this survey and those who say, “I don’t know” (like me) – provide them with the information.

References in the Meeting Conduct Policy to examples or more specific definitions of terms such as “inappropriate physical contact” and “unwelcome sexual attention” could help clarify types of unacceptable behaviors. Also, it might be worth assessing how much of an issue ASA-event-related sexual misconduct is currently versus in the more distant past.

Remind attendees when registered online or at registration desk during conference.

Remind members of the policy.

Repeat offenders should ABSOLUTELY be banned from future ASA activities. The language that is currently in place suggests to me that if the offender is important enough to the ASA that the ASA will not penalize them. Harassment is often an expression of power, so it is likely that the offender will be more “important” to the ASA than the victim. Also, it would be preferable if there were a specific email address or phone number one could contact rather than identifying the organizer of the event.

Reporting system needs to be clear – who to say what to. Put it in print and when opening meetings. Say names/point out who to contact at/after meetings. One time it was post-meeting email saying you will never get funding because you did not have sex. Sometimes it is inadvertent comments on panels etc. Pre-meeting chairs explaining some unconscious behaviors/phrases, e.g. cutting off female speakers or not calling on them even when [they’re] expert[s], are not sexual harassment but are demeaning.

Restrictions on speech have no place at academic meetings attended by adults. The current “woke” consensus that adult women are incapable of negotiating their relationships with men is an infantilization. It is regressive, sexist and anti-feminist.

Revoke membership, ban attendance, ban presentations for ASA members that perform sexual harassment.

Seems like a highly unlikely place for sexual harassment to occur.

Seems to be a blanket policy that sounds reasonable, but it seems to be of little help in practice at a specific event.

Send an email about the policies for these situations or how to inform for a possible case.

Send an email detailing ASA’s policies and procedures regarding these issues.

Sexual “jokes” are often made amongst small groups of men of various ages by higher status statisticians with the assumption that the lower status men will all approve. This is not always the

case and is often offensive. It would be helpful to remind statisticians of all status levels that any kind of sexual “joking” in this situation is not to be tolerated.

Sexual harassment is a very sensitive subject. ASA should carefully listen both sides before making any decisions.

Sexual harassment is just one dimension of proper meeting conduct. The policy addresses a whole bunch of issues, which may even be more relevant, but this survey is limited in scope.

Sexual harassment policies should encompass larger issues of gender discrimination in statistics and science. This should include ensuring adequate representation of women on panels, in invited talks, and in organizing roles and awardees.

Sexual harassment should not be tolerated and if allegations are made they should be proven as such and those guilty must face the consequences.

Should sexual assault be reported to the perpetrator’s employer? Should sexual assault be reported to the police in the jurisdiction where the assault occurred?

Should the activity be illegal, I think more than banning from ASA and reporting to employer is appropriate, but reporting to police is also necessary.

Since I have heard about (not experienced) inappropriate behavior at some meetings it seems clear that such a policy is needed.

Since I personally have not experienced sexual harassment and have not observed it, I am not a good source for suggestions. Given the recent “Me Too” movement I am aware that there is much more severe sexual harassment in the workplace than I could have imagined. I believed (and still believe) that the statistical and mathematical professional environment that I have been a part of for so many years experiences less of this than some other professions.

Since I was unaware of any policy, better notification of the policy might be in order. However, I’m not sure it is possible to keep people from being rude and inappropriate no matter what policies are in place.

So much onus shouldn’t be on the person experiencing harassment. When someone voices an issue, it should be addressed immediately and concern should be paid to the victim.

Social events with alcohol probably present the biggest perceived risk of these situations.

Some people are just douchebags, and there are different kinds of harassment. I believe I read the article that described the person who sparked this whole thing. If some asshole is getting grabby or making you uncomfortable you need to SAY something, AND get away from the situation. Personally I don’t hang around with douchebags in any case, so being harassed is not usually a problem. I’m not victim blaming here, but if individuals are being jerks you need to just deal

with it. Here's an idea, people who drink are generally losers, no exceptions. Maybe DON'T ALLOW ALCOHOL at events. I could support that. I don't think the situation shows any kind of institutional condoning of harassment, just some idiot being an idiot. If you can't deal with it yourself, say something and get someone to help. If no one will help stick up for you, then that is more of an institutional problem. Some people just need to be told off clearly, and/or get beaten up. I think that would be a healthier response, and if a woman is not comfortable doing so, I am personally very happy to tell off and beat up any harassing idiot who needs it (meaning they won't stop their bad behavior immediately). I quite enjoy that actually. Teaches a lesson pretty quickly. As a side note I am a man, who has actually experienced sexual harassment at work (not as a statistician, or an ASA event). It's not fun. However, try being a man fighting against it. It's pretty difficult. People don't think it's a big deal, and it's humiliating. If a woman is being harassed, at least a lot of people will take seriously, and stand up for her. A man experiencing degrading treatment by a woman, no... people think it's funny. I'm not trying to say women don't have it bad, I don't know. I fear a lot of them may feel harassed, and I would never want that. I guess try to remember it really can go both ways.

Some statement should be part of meeting registration.

Sometimes because of the way some women dress (obviously trying to be sexy), they put themselves in danger.

Somewhat surprised to see this survey. I am not aware of events/concerns that make it necessary; however, I haven't attended an ASA event since JSM in Boston several years ago.

Sorry, I'm a guy, I haven't experienced any troubles nor seen any so can't offer much. I'm lucky I guess. I attended, heard interesting talks, met with interesting people. I didn't go to the sessions looking for a date, I'm a geek I guess. Statistics, that's what I like and that's what I got! I don't know what other people were up to. I assumed just the same as I was up to. I thought all this harassment just went on in Hollywood and Washington D.C.!

Sorry, this is a new issue to me. Nonetheless, it's heartening that you're addressing it (and whatever precipitated it).

Specific link with instructions on how and where to report, specific guidelines on whether anonymity is preserved or not during the reporting process as well as who can report. Specific description on what exactly happens after the report. I believe ISBA did an excellent job with their policy.

Statisticians are for the most part academicians and academicians are so far ahead of other groups in their attitude and treatment of sexual harassment. I have always been proud to be a member of ASA and how it treated women. The worst thing I think I ever heard was at a meeting. I was on an elevator with several male statisticians and two attractive females got on the elevator. They rode several floors with us and then go off the elevator. They got off the elevator, the doors closed and as we proceeded down a couple of floors one fellow said to another about how attractive the ladies were. The ladies never heard the comment so I guess no

harassment took place. However, I did. It was not crude or rude just about their beauty and it would be nice to meet them again. In some ways it made me agree. THEY ARE NOT THERE FOR YOUR ENTERTAINMENT ASSHOLES!!! But for their own professional development. It both angered me and upset me. I have great respect for women. For the most part though, I have always been proud to be an ASA member. If there is one thing that statisticians tend to know, it is how skewed up most things are and they try to at least to be informed and make up for it.

Stop giving prominent roles at ASA events – that imply ASA endorsement – to people with unambiguous, repeated histories of inappropriate behavior.

Such a policy *can't* address the problems. The problems come from systemic cultural ideas that jokes are okay and women should take notes at meetings.

Suggest we remind our attendees about our code of conduct at the beginning of each meeting. We can emulate the good example that is set by PyData – they remind attendees and quickly read the code of conduct which takes about one minute.

Sure, don't reinvent the wheel. Many corporations and universities already have well-developed, modern policies that you can borrow.

Surveys like this one are a waste of time and money. You are not responsible for policing the behavior of everyone at an ASA event.

Surveys like this should be helpful. In my case I've only briefly been involved with ASA. But so far, for me it has been a very wonderful and professional bunch of people.

Taking steps now is a good idea. It should be part of professional conduct and taught as an expectation of graduate and undergraduate programs. Honors and awards granted by the ASA should be revoked as a result of either a conviction or a credible, substantiated complaint to the ASA. There will be prominent statisticians that will lose their relationship with the ASA as a result and there will be many people that say that it wasn't the business of the ASA to take an action. Going through that process is the only [way] it can be made clear that certain behaviors are unacceptable and [for] new, fairer norms to really take hold.

Talk to women and other minorities; ASA is sort of known for being a lot of older white men and sexual harassment policies should be developed with the input of those that it is intended to protect. I don't think the issue is limited to ASA, it goes out into the broader statistical community. I never directly experienced anything uncomfortable at ASA, but I certainly have within the statistical community at large.

Talking about sexual harassment and generally enhancing awareness of conducting ourselves responsibly is a good idea. A wide range of sensitiveness about the matter needs to be discussed across the board. Also, bringing race and ethnicity into the matter will make it even more useful.

Thank you for recognizing that this is an important topic. While I have not experienced sexual harassment at an ASA event, I have been a victim at other events.

Thank you for taking a frank look at this public issue, and for empowering female statisticians, especially through the Women in Data Science events.

Thank you for taking on this important matter!

Thank you for the survey

Thank you for your work to improve our statistical culture.

Thanks for doing this!

Thanks for taking this issue seriously.

Thanks for your attention on this issue. I'm not aware of issues specific to ASA, but your openness to ask and communicate on this topic is appreciated.

The "Meeting Conduct Policy" is vague on how to report violations and how violations will be adjudicated.

The ASA event training should educate and train the session chairs, session coordinators, and volunteers, and also make general statements that sexual misconduct is not tolerated even in [the] slightest form before, during, and after the events.

The ASA has members from all parts of the world, some of which regard disrespect, discrimination and harassment as normal behavior and resigned acceptance as a duty of inferior persons. The harassers will not change their behavior easily, nor will the harassed be willing to speak up. In fact, the harassed tend to become the harassers as soon as the opportunity presents itself. Complainers derided as snowflakes. It will take a strong, coordinated and determined effort to change this.

The ASA is making big steps in making changes to sexual harassment. Sexual harassment is not only limited to sex/gender, race plays a big role in it as well.

The ASA meeting policy does provide a basis for complaints, who to direct complaints to, and at least the potential to contact employers, which is where complaints are more likely to aggregate. What is needed separately from the meeting policy is guidance to meeting organizers and ASA leadership on how to deal with any complaints that are received. I hope that is in place.

The ASA policies simply need to reflect good, proper behavior. There is a limit to which this can be codified, so the high-level nature of the Policy seems right.

The ASA policies will have a major impact on the profession. A woman at the late-breaking session (Vancouver JSM) voiced a concern on behalf of some of her male colleagues. They worry that, though they have not engaged in poor behavior, the policies might be used against them. This is a real concern. Knowing details of some highly publicized examples – I do not condone the bad behavior – even a JSM panelist has spun descriptions of events so strongly as to mislead, with major impact on the accused.

The ASA should have policies that assure that all participants can fully enjoy and benefit from participation with the organization. It should not tolerate or allow continued participation by someone who has violated the rights of others.

The ASA should provide guidelines for members regarding behavioral approach. Some male colleagues can be very selfish and they do not like female colleagues to be at the same level as them. This is also applied for young male or female researchers that are insecure and they are abusive in how they talk to their peers. I had an issue with my female chair that is insecure and was abusive with several female colleagues. Fortunately my institution has a support group that we can discuss the problem. When I talk to the support person, he told me that there are several complaints for the female chair. This happened more than one year ago, fortunately she was called to attention and her attitude changed. She cooled down and probably was warned to change her behavior or she would face consequences. Fortunately I do not work in any projects with her; therefore I ignore her.

The code of conduct was a good start, and presence of ombud services at JSM was good. I think that there needs to be more awareness that these resources exist.

The conduct policy is treated as fine print, a footnote, some (possibly many) don't take it seriously.

The current meeting conduct policy is a good statement, but it isn't clear if any institutional support is behind it. It isn't clear whether or how an investigation might be conducted, and that could either imply that complaints might not be taken seriously, or it could imply that there may not be due process for the respondent. Either direction would be problematic, so having more detail would be helpful for everyone. Another concern is that there is no stated protection from retaliation.

The current policy seems to be very enough to describe the things not allowed.

The events I attended that were sponsored by ASA were relatively recent and either small events or events with large number of women. I do not know if my experience is representative of the experience of other women more immersed in ASA events in which large number of men attend and/or might have been part of past events where sexual harassment was more overt and pervasive. I would suggest that ASA look to other large organizations (APA, AERA) for example policies on sexual harassment.

The fact that ASA conducts this survey leads me to believe that this is a bigger problem than I thought.

The following sentence, in the Meeting Conduct Policy statement seems strange: “All participants in ASA activities also agree to comply with all rules and conditions of the activities, which are subject to change without notice.” The “subject to change without notice” words seem to be CYA.

The issue of sexual harassment is generally important, although I haven’t experienced or witnessed anything of this kind at ASA.

The issues I was thinking of aren’t directly related to ASA but to certain male behavior towards women that persists in the culture on a whole. Overall, I have never had a problem with ASA employees or other members and I wish more organizations were as well organized and as supportive of their members as ASA. I know one inappropriate event is one too many but honestly ASA is a great organization and I’m proud to be a member. Thank you for creating this Ad Hoc committee and reaching out to us.

The key message to get across is not to flirt at ASA events and [do] not ask out members at these events on dates.

The meeting conduct policy emphasizes behaviors that are objectionable (or worse) to be avoided. It may be useful to also make some statement that sets a higher standard, addressing the positive or good behaviors we expect of participants and colleagues.

The Meeting Conduct Policy states that “violations should be reported to the organizer of the activity.” The community would benefit much more, if instead every major event (with attendees more than 100 people), had a specific contact person for such violations, similar to Title IX coordinators. This would make it much easier for people to report any problems. Furthermore, this trained contact person would be able to better address issues such as conflicts of interests.

The meeting policy is quite good, but the reporting option is a little vague. It just says that reports go to the meeting organizer. Why not give specific methods for reporting? Make it easy, clear, and not confusing about how to report. Many attendees will not know who the “organizer” is.

The meetings, including Chapter meetings always have a technical and professional orientation. If you are focused on technical dimensions of a presentation, gender is not relevant and sexual dimensions just do not rise to mind or have any salience. Outside of formal settings, the socializing that goes along with meetings has always been respectful and perhaps even careful. The talk is technical, not sexual.

The most disturbing incident I am aware of happened at a Conference of Statistical Practice. A senior colleague (statistical consultant) I know invited a young female student into his conference hotel room so she could admire the view – they both had an interesting conversation

and denied anything else happened. I warned the student afterwards to be more careful and not go to the room of a male she had just met at a conference.

The most pervasive issue for ASA in my opinion is not the participants themselves, but persons in power, and who are invited to give presentations. They make comments that display a broad lack of cultural/social/minority perspectives. There is also an issue with females not being given equal time/audience to express ideas/questions, or probe presenters. This gives a subtle male-centric culture, where men are immediately given more space, audience, and trust, while women are challenged before even asking the question(s) (merely on the basis of their gender).

The new Code of Conduct is an important and necessary step, but it is difficult to say its impact on behavior until it has been in place and made use of.

The one “whisper” that I have heard involving inappropriate behavior at an ASA event was that of an older, renowned professor around female graduate students at a JSM “dance,” though I did not personally witness these events.

The only ASA event I’ve attended is WSDS. While harassment can occur in any environment, I feel like it is less likely.

The only ASA events I have attended were local chapter meetings with presentation, Q&A for speaker. The meetings were collegial. There was absolutely no inappropriate behavior or language or attitudes at those events.

The only ASA events I have attended are JSMs – large, public, impersonal, always in group settings. Perhaps ASA policies should specially address ASA events of higher risk: small focused conferences with much interpersonal contact, which may cross boundaries.

The only ways that such complaints could be valid would be through publication acceptance, talk acceptance for meetings or ASA appointments but I just never witnessed that. ASA just doesn’t have the situations where SM could arise.

The people I’ve met at ASA events are thought leaders and deserve to be treated with utmost respect. It is distressing to hear of a colleague in pain because of such an event and it is important that the ASA continues to do what it can to make meetings a safe environment for all its members. Please follow through with a way to report and deal with the situation, and keep in mind, the offending individual may have no idea they’re being offensive or inappropriate. At a work function once I complimented a coworker on her outfit and she took it as offensive. I had no idea she felt that way until HR approached me about it, and I was horrified that I made someone feel that way. I just needed the feedback.

The policies need to be activated by safe reporting systems.

The policy appears good but reading it I am unsure of the escalation path people are supposed to take. In addition, “Good Ol’ Boy” networks may make participants who experience sexual (or

other) harassment concerned about retaliation. Has ASA considered setting up a hotline to allow anonymous and/or protected reporting of harassment or general violations of meeting conduct? Also wondering if that is something which could be handled through the ASA meeting apps.

The policy could cover what happens to people who report policy breaches. Can they report anonymously? If they are the subject of abuse or harassment, what support is provided? Will violations ever be reported to police or other authorities? What data is collected regarding policy breaches, and what are the governance arrangements for these data (access, identifying information, etc.)?

The policy is clear, but I would not know exactly to whom to report breaches. Of course, names could not appear in the policy, but some mechanism that would not change for every meeting could be established and noted here.

The policy is okay, clear and succinct. The reporting is not okay. It's hard to know who the event organizer would be. There should be a hotline or an email to report to. Also, confidentiality should be assured.

The policy needs to be made stronger and more concrete. A good example would be the userR! 2018 code of conduct: https://user2018.r-project.org/code_of_conduct/. In particular, I dislike that the ASA policy includes the phrase “[...] environment free from unlawful discrimination, harassment and retaliation.” Why would anyone assume an ASA event would be above the law? It is a baseline expectation that people don't break the law. A code of conduct needs to go beyond what is “unlawful” into what is unacceptable in the conference or organization culture. The current verbiage reminds me of when I was interviewing for a faculty position and was told, “and of course, we offer the legally-mandated six weeks of maternity leave.” If you are mentioning and holding up the law as the standard, it gives the impression that you actually don't care about the issue.

The policy needs to equally cover both female, male and LGBT, not only females are subject to sexual harassment.

The policy needs to include stronger statements than what is currently included: “In ASA's sole discretion, unacceptable behavior may result in removal or denial of access to meeting facilities or activities, and other penalties... In addition, violations may be reported to the individual's employer. Repeat offenders may be banned...” Sexual misconduct and assault are beyond unacceptable behavior and should be reported to the local authorities.

The policy seems brief. While making a policy too lengthy discourages reading, something that is too brief requires more interpretation.

The policy sets forth guards and rules for implied heterosexual behaviors, implicit perhaps males toward females, but it does not set guards for behaviors against the GLBTQ community.

The policy should specifically address the difference in status and power of faculty, organizers, and students or junior colleagues at these events. It is not sufficient to simply say that illegal harassment won't be tolerated. It should be the obligation of senior members to call out and report problem activities.

The policy shown in the previous question does not provide enough information on reporting sexual harassment/misconduct that occurred at one of the ASA meetings. The one reporting must have a sense of trust in the committee to take this step forward and believe that she/he will not see herself/himself in a worse situation after reporting a colleague. Otherwise, the harassment will go unreported. I believe clarification is needed on how ASA will handle a sexual harassment report.

The policy simply states that anything inappropriate be reported to the organizer of the event. It does not actually hold the organizer responsible for anything. It does not help the organizer determine what types of behaviors need to be reported or offer any guidance as to what needs to be further reported and to whom (police, other ASA officials). This can become tricky very fast. What if someone is groped at the event, reports it to the organizer but doesn't want it reported to the police?

The policy states, "Repeat offenders may be banned from future ASA activities." It should not take a "repeat offense" to be banned from ASA activities, let alone the ASA in general. There should be a zero-tolerance policy. If you violate this policy, you're no longer a member of the ASA.

The policy states, "Violations should be reported to the organizer of the activity." Would it help to be more specific? For example, you might have an "ombudsperson" or set of "ombudspeople" who would take any feedback or be a point of contact for any issues and who would be trained to handle these sorts of issues appropriately. The organizer might seem to be easy to recognize and contact in small meetings, but the person in that role may be a bit hard to identify at JSM. Even in small meetings, knowing that one person or set of people would be prepared to deal with such issues might help attendees who believe they have faced such issues.

The potential for harassment of women should be considered more serious than for the harassment of men. Women in the association should be the primary drivers of ASA policies to prevent the harassment of women, as they know the potential more fully than would a man.

The problem is not one that an old geezer male such as myself is likely to experience, and I try to be respectful and appropriate in my conduct with others at all times. I also recognize that the problem does exist and should not be minimized. I encourage, therefore, a model where complaints are welcomed and handled with care and discretion, but where the offending party is not presumed guilty – at least at the earliest stages. Counseling for both parties may be needed.

The process of addressing and investigating complaints is not clear in this statement. It is important to clarify who is responsible for handling these cases and the guidelines under which the complaints will be resolved.

The reason that I feel that the Meeting Conduct Policy is inadequate is the statement in it that, “Violations should be reported to the organizer of the activity.” That is not a reliable person to whom to report the problem. For example, a Session Organizer might not be at the session or even at the conference. In general, one cannot count on that person to handle the situation appropriately. Different activity organizers would handle the situation differently, if they handled it at all.

The statement, “Violations should be reported to the organizer of the activity” is not adequate. Have a dedicated contact information – for example, a dedicated person or phone number or email or something along these lines. And, display this dedicated contact information very visibly on all ASA-related conference pages. Place this information very visibly at registration areas at JSM and other ASA-related conferences. Send the meeting conduct policy AND this contact information to all registered attendees prior to the conference – perhaps once with registration acknowledgment and second time just before the conference. ASA leadership – say, Ron Wasserstein, current President and other relevant ASA Officers – can make statements about meeting conduct policy in a video message that can be placed visibly on ASA’s landing page and conference landing pages. This can also be played again and again in meeting rooms before a session begins or at computer terminals located around the conference areas.

The sexual harassment topic is getting out of hand. Title IX needs [to be] massively overhauled to get rid of the kangaroo courts on school campuses and false accusations should be heavily punished. Any incidents of sexual harassment or sexual assault should be reported to and handled by the local police. Full Stop.

The stats community isn’t unique here, but many meetings where older, powerful, influential men interact with young ambitious, powerless students, especially female students, can be recipes for disaster. This isn’t the students’ problems – this is a culture of entitled (mostly) white men who act with impunity. There needs to be serious professional repercussions for behavior that doesn’t rise to the level of criminality but that is far outside of professional conduct.

The survey is a good idea. Sorry I couldn’t contribute much. Haven’t been to any events and haven’t heard about this. But clearly it’s an issue if this is being done.

The universities I’ve been involved with have all required sexual harassment training. Maybe there could be a way to require organizers, etc. to show that their certificates are up to date... that’d be a lot of overhead, but it would be worth it.

There are chauvinists and obnoxious people (both men and women) in every profession. If people have complained that this is an issue, I doubt it’s specific to anything ASA does. The standards for what constitute appropriate behavior between men and women have changed so drastically over the past 50 years – which means a lot of older people grew up with completely different norms. Even what was considered polite behavior (like opening doors for women) 50 years ago can now be construed as a slight against women (if you think women don’t need special treatment). I really doubt ASA is doing anything to encourage this or to enable it. But if

you wanted to send out a few guidelines on what is considered appropriate behavior, I guess it might help. I think a lot of older people have no idea their behavior is being interpreted as demeaning or hurtful by younger people. Personally, (even though I'm only 37), I think this younger generation is hyper-sensitive to any sort of criticism or degree of awkwardness. The real problem is that the young people have no social skills and are hyper-sensitive to "microaggressions." So I think some guidelines that were geared at making the older people more aware of current standards of propriety and that also make younger people more aware that people aren't constantly trying to harm them and that they need to cut people more slack, would be helpful. This is clearly a societal issue, but if ASA wants to try to educate people to promote empathy and compassion (which is probably at the heart of the issue – since it's largely based on misunderstandings), that kind of training could be helpful.

There are no specific instructions for reporting inappropriate behavior or resources for victims of inappropriate behavior that either happens at ASA events or in any other setting.

There are some wrong behaviors and forms of expression that we clearly want to exclude from our professional meetings and activities. That being said, our goal is not a sanitized form of interaction but rather one where each is free to bring their whole person into the professional interchange. We want the atmosphere of our exchanges to be positive, not punitive.

There is a need for more female colleagues at all levels of ASA and departments. The culture is still full of machismo and posturing. My suggestion is that before every session, meeting or presentation, [there be] a statement on civility and a reminder of what discrimination based on gender/sex/race/disability is not permitted nor tolerated by the members. The perpetrators still may engage in that behavior, but younger colleagues may learn.

There is a problem if the person who receives the complaints is someone who the victim feels uncomfortable talking to. It's not clear to me how you would solve this problem. You may need to have several different individuals who field complaints.

There may be cultural differences about whether certain interactions are (in)appropriate (e.g. some cultures are more or less physical – hand shaking, hugs, etc.). You may want to consider culture in your discussions.

There need to be more repercussions for sexual harassment perpetrators combined with censure by the ASA. Additionally, a clear avenue must be created and widely advertised that allows survivors to report incidents without fear of repercussions from the perpetrator.

There needs to be a strong system to protect confidentiality given that everyone is so networked.

There needs to be a way for a woman to report inappropriate behavior and a mechanism to have action taken.

There needs to be additional information on how to report an incident.

There should be a mechanism for reporting at the time it happens not after the ASA event has ended.

There should be a number to call if something inappropriate happens at a meeting. It's hard to have any leverage if the person is at another university, but there could be support and follow up through ASA.

There should be a very clear policy about sexual harassment at ASA events and participants must know about it.

There should be a way, known to everybody, where complaints about sexual harassment during events could be reported.

There should be an email or phone number that individuals can call if they experience sexual harassment. Contacting "the organizers" is not specific enough. I would not know who those people are at JSM or another conference. The people in the registration booth?

There should be better description of the conducts. Some conduct may look fine on the surface but could be viewed as harassment by some individuals. Given the international nature of some meetings and the diverse cultural background of attendees, it would be a good idea to have a more detailed policy with examples of conducts that are considered offensive, whether they are sexual harassment or race and gender disparate treatment.

There should be broader consultation on this issue.

These are the options I can think of: Include ASA policy on sexual harassment and an officer the participants can contact if they feel threatened or harassed in any way. Start any conference or proceedings by reading the ASA policy on sexual harassment, sort of like how every professor starts his class by reading out the syllabus and APA guidelines. ?? Some ideas.

These policies need to contain mechanisms for anonymity, for REAL adverse consequences to bad behavior to protect those who report such instances.

Thinking of the individuals in [the] blogpost, one's behavior was undeniably bad, while the other's seemed weird/misguided but also misinterpreted. I think we as statisticians need to be sure that we make an attempt to make such distinctions between actions that should not be condoned but are obviously very different.

This appears to me to be a non-issue.

This behavior should not be tolerated, and any reports should be investigated. I would also argue that anyone who is found to be in violation of any ASA policy on sexual harassment should no longer be able to attend such events, no matter their stature in the field.

This is a big issue everywhere but especially at universities. I would suggest that ASA periodically (annually?) distribute their sexual harassment policy to membership. If they have, my apologies; I don't remember seeing it.

This is a little off-topic, but there can be a gender-related issue with housing at ASA events. When conference housing fills, individuals with more concern about personal safety can have a hard time choosing alternative locations to stay. Taking a chance on an Airbnb or hotel in an unknown part of town looks different from 5' tall than from 6' tall.

This is a wonderful example of WASTE! The survey should never have been designed nor executed.

This is an important and difficult topic and I am glad ASA is working to address it. My own experiences and observations, however, don't have much to contribute to it.

This is an important area for the ASA to demonstrate a leadership role to ensure that the statistics and data science profession is diverse and inclusive.

This is an important topic and inappropriate behavior should not be tolerated. Perhaps ASA should think of making it easier for individuals to file credible complaints, credible being a key word here.

This is an important topic. Glad to know ASA is taking the initiative.

This is important, glad you are taking steps to improve existing policies and practices.

This is important. I'm not familiar with any issues surrounding ASA events but I am well aware of issues surrounding events of other organizations. I appreciate the ASA working to keep professional events... professional.

This is just not a big concern of mine. I don't want to see some complicated policy or procedure put in place.

This is not a policy issue for the case I bring up. It is a cultural one that is better addressed by focusing on how to connect people across strata. So much of the ASA's focus is on stratification and then collaboration within your strata. This is a dangerous trend. I suggest more inclusive activities and initiatives.

This is not an easy question. I personally have never experienced any kind of harassment at ASA events and am actually surprised by this survey. I never thought this would be an issue at ASA events. I assume that participants in ASA events are scientists, professionals, and other highly educated people who know "how to behave" in various social situations and have well-developed common sense. I am not sure whether the ASA needs to do anything to develop such policies, or better continue to focus on supporting women, minorities, and underrepresented categories in their careers in statistics and related fields.

This is the first I have heard of such possible incidents, but I am a man so perhaps it is less likely to happen to me personally. Nevertheless, it is somewhat surprising to me as I am not aware of any incidents; but if true, it is upsetting, and I credit the ASA for trying to address the problem.

This problem can only be solved with continual reporting and publicly denouncing offenders.

This statement is too vague: "Violations should be reported to the organizer of the activity." This could refer to a session chair, for example, who would not be an appropriate agent to represent ASA in responding to an incident. At a recent non-ASA conference I attended, names of specific agents were provided during the opening ceremony. These agents presumably had been trained in how to respond to complaints on behalf of the society.

This survey is a good start and the ASA does have general and meeting-specific policies in place. It seems common sense as to what is and what is not appropriate so, if there is a problem, it would suggest education is unlikely to make a difference. That is, perpetrators already know they are doing the wrong thing so another approach is needed.

This survey is a great step forward. A greater presence of women presenters at the meeting would be another step. Open discussion of these survey results would be useful. A system for anonymous reporting for problems would help. I am not in the crosshairs of the predators anymore. Reaching out to younger/more junior men and women statisticians is key.

This survey is a waste of time and money.

This survey is great! I would recommend having this survey conducted annually to help track more responses over time.

This survey seems quite sensitive and appropriate. I like the provision of support helpline numbers for those who could be triggered.

This survey strikes me as likely to solicit biased results. Self-selection is a problem. So too are the questions. I would imagine that any person could easily misinterpret natural attempts by either sex at developing a romantic relation as possibly being unwelcome or even harassment. I am shocked that the ASA has engaged in such a scientifically unsound instrument to harvest information. I worry about any interpretations based on its results.

This survey was administered prior to my attendance at an ASA event. It would be great if it is administered after scheduled events.

Though ASA has advertised the presence of an ombudsperson at various meetings, it needs to be advertised more publicly/effectively so that all attendees are aware that ASA provides this service and is proactively vigilant to prevent inappropriate behavior.

Though I might be naive (and I certainly support the notion that every organization should develop strong policies condemning sexual harassment and [offering] strong support for victims), I cannot recall any experiences that I would describe as sexual harassment during many years of ASA events and committee activities.

Though my answers to this survey reflect no personal observation of sexual misconduct or harassment in my years of attending ASA events, I take this topic seriously. I applaud ASA's effort to gather pertinent information and to develop appropriate policies.

To be effective and cut down on harassment, there needs to be an awareness of what harassment is and what repercussions will be taken.

To clarify: I do know of at least one instance where a couple broke up and both members of the couple were at a subsequent ASA event and one member tried to reignite the old flame. The attempt was neither successful nor "pushy;" I didn't consider that harassment. In other (not ASA) settings, I have seen older professors become temporarily involved with younger proteges who came to present at professional meetings. Leaving aside the question of "who started it," the behavior should probably be discouraged. Good luck.

To my knowledge, sexual harassment is, at worst, a very minor problem at ASA events. Nevertheless, from a preventive perspective, it is good that all attendees are aware of policies and, in particular, points of contact if needed.

To the degree this is a problem, there should be organizational resources allocated to investigating accusations and complaints. Also, when there is doubt of the evidence, the benefit of it should go to the accuser, at least until this condition or situation is redressed. To that end, I would urge a series of remedies and actions which the Association could take against the accused, ranging from outright banishment as specified as an option in policy, down to less serious penalties.

Trained personnel people who experienced sexual harassment may report/talk to?

Unaware of what prompted this survey; just heard about entertainment issues.

Unclear where such a policy is expressed.

Unfortunately, I have not been able to attend JSM in the last two years, so I have not seen the regulations that have been implemented. That said, I think it's important to have a support line (phone number, WhatsApp) 24 hours for participants (women or men) at large events, like the JSM, to request assistance or report a sexual harassment situation.

Until this survey, I never realized that there were any issues around sexually inappropriate behavior or sexual harassment at any meetings.

Unwanted, unprofessional behavior should not be tolerated.

Very glad that you are considering this important issue. Don't have specific suggestions but glad that the topic is being considered seriously.

Very good practice.

Very pleased with how you are handling this topic.

Violations of policies should be reported (online, anonymously, if necessary) in a timely manner (e.g. right after JSM) to a designated person (ASA staff?), and not to the organizer of the activity/event.

“Violations should be reported to the organizer of the activity” is not encouraging or helpful. In many instances, especially at such a large conference like JSM, one does not even know who the organizer of an event is. If you do happen to know the name of the person organizing the event, it is unlikely you have ever spoken to them personally (and also very likely they are a man, with whom you know very little about their personal feeling toward such reports), and they are likely very senior.

Violations should go beyond just those organizing the meeting. You would hope that if the violation was at the level of a criminal act that law enforcement would be engaged. The way it reads seems similar to that of a university where you sometimes hear of such cases that are handled “internally” without the proper authorities being engaged. I agree that non-criminal offenses can be handled by those in charge of ASA events.

Want more explicit statement about acceptable & unacceptable behaviors.

We as a profession must object to unacceptable behavior and act on this. Turning away and leaving it to the victim of such behavior to report to organizers is insufficient for real change to take place. The leaders in our profession must publicly set the example in their conduct, stories they relate and actions they take. No doubt it is a difficult undertaking to change the culture. But I still hear people say that we are too “geeky” in our profession for such behavior to even occur. Certainly not the case.

We as statisticians may need to reference sexuality, race, or religion, and as long as it is done professionally there should be no issues. The statement as it currently stands is overly broad and could be used in a manner not intended by its authors.

We need a culture shift ~ to drunk driving. 1) Bystanders need to recognize when individuals are doing something that could be or is inappropriate, speak up and take action. It is unrealistic to think the existing policy will encourage a person – especially in a low power position – to come forward because of the existing policy. It will always be a “he said, she said” type situation. 2) Do more to make it easier to understand how to report. One sentence on this isn't enough.

We should all be doing fine if everyone sticks to the subject matter of statistics during professional engagements. It is that simple. The world of political correctness has gone mad lately and it is dragging us into a robotic-like behavior. We are about to lose our humanity in this mad process of chaining us to rules of behavior that limit our speech, body language and general conduct in human interaction.

What the hell? Is this what my ASA dues is paying for? The current policy is just fine, and nothing else needs to be done organizationally about this matter.

Whatever is done to discourage sexual harassment should not also prevent women from being included in social activities. This is a really tough issue. Too much focus on sexual harassment has the negative side effect of creating “the old boys’ club” mentality that also hurts women.

When an allegation is made, the ASA policy says *nothing* about how the allegation will be investigated to determine if it is true. No mention of presumption of innocence, due process; who collects evidence, conducts interviews, and how; etc. ASA has half a policy at best.

When I say that there is a minor problem, taught me that it’s a little problem for everybody. Rather, I am saying that I have heard that this is a very serious problem for a small number of people.

When it becomes clear that somebody got professional advantage in exchange for sexual favors, please make sure both parties involved face the consequences. The perpetrator must be punished but there should be consequences for the other person as well. Perhaps a fault assignment process along the lines of what is done after a traffic accident needs to be put in place.

When problems like this arise they are often “open secrets.” Everyone knows who the creeps are. We should ostracize them from such events and ASA should not invite them or give them a platform.

When the perpetrators are tenured faculty it feels effectively pointless to report because their university will protect them. It is very rare that a tenured faculty member actually experiences any consequences. New ASA policies must incorporate this reality.

While I answered no problem to all questions, this is an important Poisson process where what may be rarer events need to be dealt with and if possible prevented.

While I appreciate a survey as much as any other statistician, and felt compelled to not be marked as “no response,” I am VERY concerned that this data will be misinterpreted. For example, both A) sexual harassment or misconduct at ASA meetings is an urgent problem that needs to be addressed and B) the overwhelming majority of ASA meeting participants (and thus respondents here) have no experience with it and logically may not feel it is an issue could simultaneously be true. Similarly, I do not believe sexual harassment or misconduct will be overestimated by responses to this survey, but I worry it may be underestimated, and perhaps not reported at all. In other words, even if these data suggest that sexual harassment or misconduct is

not a problem, or a very small problem, please do not draw that conclusion just from these responses.

While I feel that the ASA does have an adequate system in place with the ASA Meeting Conduct Policy, the policy might be better publicized in event information, at events, and occasionally in AmStat News.

While I have never experienced any problem at an ASA event, I have experienced harassment and inappropriate conversation and touching at most other professional events. I found the statistical world to be the most comfortable work environment in my 50 years of professional work.

While I have not experienced sexual harassment at ASA events, I believe the ASA should make it clear that any such conduct will not be tolerated and will be addressed immediately.

While I have not personally experienced sexual harassment at an ASA event, ASA and our profession generally, seems to be a “good old boys” network which makes it difficult for women to develop a network of professionals.

While I personally have never experienced sexual harassment at an ASA event, I fully support ASA’s effort to monitor for it and be proactive in trying to prevent it.

While I understand how sampling works – I’m the wrong person to take this survey. I’m a first time JSM attendee and also a white male. The chances of me experiencing any of the mentioned cases is pretty rare. Effectively, I’m the wrong person to ask so I think these results are now biased away from the real problems that, at least on public record, appear to be occurring. I hope this survey is effectively targeting more vulnerable populations for these cases, especially early career researchers.

While I’m sure that serious problems do occur at meetings, I’ve fortunately never experienced it there. At work, yes, at an ASA event, no. No one should be exposed to crude comments, gender-based discrimination, or attacks for their beliefs in any situation. The growing recognition of sexual harassment as a national problem is a good thing, and we should make sure to protect the rights of the victim, the accused, as well as those who may disagree with others concerning faith-based beliefs. As we are currently seeing on the national stage, disagreements do not justify exclusion, limits on another’s rights, nor violence. As an ex-faculty at a major research university, I am concerned about the emphasis on safe spaces and not offending anyone as we create a generation that is coddled and unable to handle varying ideas. Great ideas and faith-based beliefs of others will always offend someone, and encountering ideas will always, to some extent, create feelings of discomfort. For example, a disagreement over the use of preferred genders raises a challenge for those having a faith-based belief in the use of terms vs. the in vogue use of various gender terms is not sexual harassment, nor should it be considered a violation of any organizations’ policy, if the organization is to be truly tolerant. Shutting down one set of beliefs for another is not tolerance, it is censoring, as occurring in academia. In academia, sexual harassment claims are, to a small extent, being used to punish individuals.

Thus, I would encourage ASA to ensure adequate protections for everyone in their organization and particularly, after an incident both the victim, and until proven reasonably guilty, the accused. That being said, sexual harassment is totally unacceptable, and I encourage ASA to have a very strong stand on protecting individuals who are victimized by such behavior. Everyone should feel unafraid to attend an ASA event and such behavior should NOT be tolerated.

While it's important for ASA to take a firm stand on this issue, I feel the problem has been somewhat overblown in the media and by some individuals with an axe to grind. I have always found ASA events to be nurturing places, especially for younger statisticians of all genders, sexual preferences, races, and abilities. I applaud all ASA has already done, and trust that ASA will retain its well-deserved reputation for high-quality and non-discriminatory meetings in the future.

While men and women will always mingle at professional/social events, I've never seen anything inappropriate in events I've attended. So not sure what to suggest.

While not related to policy, it would be helpful to have a section of the ASA dedicated to what to do in the case of harassment – and have it easily accessible, rather than buried.

While the Meeting Conduct Policy talks about “participants,” which includes event organizers, I hope the ASA does more to actively engage event organizers to: 1. Prevent organizers from creating unsafe or hostile spaces, and 2. Be well prepared to detect and handle cases of harassment and misconduct.

While this may not be plausible, it could be helpful to include a contact person in the policy, perhaps best implemented through a kind of “anonymous tip line/website.” As a young female in the field, it is possible (though I have not witnessed it) that any harassment or discrimination comes from someone who is superior to the victim career-wise. While I understand ASA is unlikely to give names when approaching the accused, I personally feel it may be best to have something anonymous in place.

Who to report to is far too vague. Often the “meeting organizers” are unclear – is it ASA? The program chair? What if the program chair is the one harassing you? It would help for ASA to have a dedicated contact email.

Who to report to is not specific. The organizer of the activity may not be appropriate to report these issues to.

Will be interested to know the results of this study.

With a minor culture change, inappropriate behavior can be almost eliminated. Ideally this would be without totally compromising the social aspects of JSM.

With “me too” all the rage I guess the ASA has decided not to be left out.

Would simply encourage the organization to keep in mind more than sexual harassment.

Would suggest care in striking a balance. The line doesn't have to be limited to its narrowest definition (pervasive etc.) But the net should not be cast so widely as to convert simple isolated misunderstandings or boorishness into career-destroying incidents. There is a story of a small pharmaceutical company which was developing a gynecological drug. One day its IT department noticed that the word "vagina" was being used in emails (the word was part of the title of the company's pivotal study) and immediately took drastic action to prevent it, setting up a blacklist and filter which effectively shut down all communication within the development team, correspondence with the FDA, etc. It is important to be sensitive, investigate, act proportionately, and avoid creating climates of fear, in both directions.

Ya a two-paragraph harassment policy and telling people to self-report is like a Brett Kavanaugh policy to report then get a lifetime appointment.

You could have a notice in the brochure or event hall that sexual harassment will not be tolerated. In the airport in San Jose, Costa Rica is a huge sign that says [something to the] effect of, "if you are here to have sex with children, the next 25 years you will be our guest in prison." I never knew that was a reason people went there but they made it crystal clear right in the customs line.

You could include references to the policy and how to report/respond to questionable events in the conference information and at the conference registration desk.

You may inform all participants about the subject and your policies against it at the beginning of their registration for an ASA event.

You may want to remove "unlawful" from the first paragraph of the Meeting Conduct Policy. The ASA obviously doesn't condone any unlawful activities. It also seems to imply the ASA is not concerned with harassment, etc., unless it falls on the wrong side of the law.

You may wish to include language in the ASA Event policy to indicate that the ASA may report violations to law enforcement (not just to the employer).

You might want to check out the training material that the Boy Scouts have developed to prevent sexual harassment. It is excellent, and required training for staff and board members.

You'd be shocked to know what still happens in 2018. I was at a non-ASA event with hundreds of statisticians. One ASA member asked to have his photo taken with me. Instead of putting his arm at his own side or around my waist (which would have been awkward too) he cupped his hand and put it on my butt. I don't have a play card for that. I was so blown away by his behavior that I pretended it did not happen. Men like that will seemingly find ways around any training you give.

Your policy speaks to behaviors at ASA events, but there are individuals who have been found to have violated conduct policies at their own institutions that will be able to attend ASA events. Would you exclude them from events if they had been found guilty at another event or institution?

Zero tolerance would be a good place to start.

Appendix D: Additional Comments

This appendix lists all substantive responses to Q38: “Please provide any other comments you wish to share.”

A complementary survey might useful to gauge to what extent those of us less likely to be on the receiving end (older, white male) have witnessed or might admit to potentially infringing incidents.

A thorough, well-done survey.

“Compliments” turn into sexual harassment so easily when in a professional setting. Women in professional settings don’t typically want to hear comments about our physical appearance all the time. It squanders valuable time. An appropriate compliment (e.g., “That is a nice jacket”) can be nice on the rare occasion, but too many physical compliments is still overwhelming even when they are appropriate.

Again, it is very important to include questions on sexual orientation when asking about these sorts of things.

Allow for sexual agency (independence, choice and intention) of all parties, for age-appropriate behavior among students or junior faculty; find a way to enforce for formal settings and for anything that might interfere with education or jobs, but be sure to leave space for life. We are animals, not algorithms; and our necessary freedom includes behavior that can be private, situational and emergent. Contrast this era with the 40s, 50s and 60s and try to find a balance. Read Marcuse.

Although I have not had any harassment directed at me, I have been in situations where inappropriate comments, jokes, and the like have been made at the expense of others not in the room.

Although I have not seen or heard my female colleagues talking about experiencing sexual harassment, I have seen some women in very stressful situations and worried. Most of them don’t talk about it due to fear of being shamed. I am extremely excited that ASA is proactively taking measures or at least thinking [of] how to address this issue. Much respect to ASA.

Although I replied “White” to facilitate the analysis for ASA, and “White” has commonly understood meanings in the USA historical context, I object to the term. “White” reflects a shifting understanding of power and privilege but is used as if it were immutable. I currently consider myself to be descended from the indigenous people of present-day Great Britain and Switzerland, and do not identify as White or Caucasian, although those are labels USA society gives me.

Appreciate the survey, looking forward to seeing the conclusion.

As a male I have not had to deal with the issues that women and minorities and others in our society have.

As a proud female statistician, I want to raise caution that we do not go overboard in correcting for perceived/alleged but unsubstantiated wrongs – particularly those long in the past for which no reasonable evidence-based case can be made.

As a straight, white and generally undesirable male (according to lots of women), I'm in a group that is generally not subject to sexual harassment. My demographic is probably more prone to committing sexual harassment.

As a straight, white, married male, I want to thank you for addressing this. Raising awareness is important, and the more mutual respect we have for all genders/orientations/backgrounds in our profession, the better the quality of the people coming into the field. This rising tide will lift all our boats. We should work hard to avoid discouraging anyone from entering.

As a teacher, sexual harassment from students towards the teacher is not uncommon – including physical intimidation, unwanted touching, and derogatory name calling.

As a white guy, I suppose I'm much less likely to experience sexual harassment and until fairly recently wouldn't have been sufficiently aware to take note of possible instances of sexual harassment. Thus I don't think my opinions have much value on this subject.

As a white male I have never experienced sexual harassment firsthand.

As I have explained previously, I am NOT very eligible for this survey. My JSMs attended were many years back. I am more virtually connected now (for full explanation, see previous long comment).

As long as people bring in money to an organization, they will be allowed to do whatever they want. At least until they get bad press and there is a public scandal. If you can attempt to rape someone and still make it to the Supreme Court, there is little hope.

ASA events such as conferences and workshops should provide professional settings where all feel comfortable and encouraged to pursue professional development and connections. For years, certain members of the community have been allowed to engage in actions that contribute to a caustic and toxic environment. This causes fear and discomfort which can lead women to avoid situations and sometimes ultimately leave the field. This is not unique to the ASA community but is shameful and should not be allowed to continue. ASA should take every action within its power to discipline members found to be displaying this behavior and contributing to this environment, including but not limited to removal from membership and stripping of ASA Fellowship if warranted. It is appreciated that this ASA Sexual Harassment Task Force is taking steps to assess and address the situation. The current leadership displayed is applauded.

ASA is a step above many, if not most, other professional organizations in this regard.

ASA meetings have been mainly warm and friendly. At work outside of the ASA, I have been touched against my will and laughed at. I am not currently experiencing these problems at work – thank goodness.

At least this survey and then data analysis and reporting, then many discussions to form a policy(ies), will provide jobs for people.

At my age I overlook what may or may not be considered harassment.

At one time during my 30+ year career I was a supervisor that always attempted to hire the most qualified individual for any job opening, by chance or circumstance that eventually led to my supervising more women than men from time-to-time, in an organization that was predominantly male for many positions. I sometimes got teased about “my” cadre of women employees, with an unstated implication that I was somehow benefiting personally (sexually?) from this circumstance. I found it disturbing that such teasing would/could occur, as the implication was that I might have hired women, not because they were as or better qualified than their male counterparts, but because of some implied possibility of (sexual) favors that might proceed. Not sure if this makes sense, but it was the only direct observation of implicit biases associated with gender that I observed during my career (or the only one that has stuck with me years later), as a white male in an organization dominated by white males, I would not generally expect to observe direct sexual harassment directed towards me.

At the SDSS a guy did ask me to go to drinks after the banquet. I mentioned that I had an early morning and wanted to call my husband. I thought of it as a nonevent, and it seemed innocent. In the context of this survey it was a little weird for a professional conference.

Back in the 70s, I worked in the aerospace industry and received a large pay raise because there had been a class-action lawsuit by women and the company was shown to pay women considerably less. There may have been other instances of pay discrimination in my past, but I was not aware of them.

But I have experienced racial misconduct.

Clarification: I indicated my current profession as primarily academia. However, most of the descriptors of gender-based mistreatment that I indicated on the questionnaire (“outside the ASA”) were experienced not in academia, but in the corporate environment, where I worked for over a decade before earning a PhD and assuming a position in academia.

Clarity on participation of non-chapter members or members outside USA.

Clearly sexual issues exist but this survey seems like a waste. I would suggest thinking harder on getting to the real issues that affect women and minorities.

Current ASA leadership has lost its collective mind, insisting, contrary to all evidence, that [REDACTED] is Harvey Weinstein and that a woman can't get ahead in our profession without submitting to the statistical "casting couch." This is a "damned lie." I am a fellow and life member, so I can't quit now. But if I were a young man today, reading this garbage, I would steer clear of the insane asylum that the ASA is becoming.

Despite my own minor experiences, I am aware of how others have been treated. This is a problem, one of society and every segment in it. Protect women and prosecute those who harass.

Developing deterrent policies is one of the things that can be done; however, it is very important to enlighten the members [from] time to time.

Developing strict policy about responsible behavior during ASA events is a must. Also, ASA may send recommendations to all the statistics/biostatistics academic departments about the policy that they have incorporated.

Do keep current politics in mind.

Doctoral candidates who are on job market could have higher odds of being the preys.

Does the first amendment right to free speech mean that someone is entitled to flirt at ASA events and ask for dates?

Don't ask about gender or ethnic group.

Enjoyed taking a survey prepared by statisticians. :-)

Gender bias, no. Ethnic bias, yes.

Generally, within my statistical career, I have had good mentors, both male and female. I did have one colleague, not a statistician, but a doctoral-trained microbiologist and epidemiologist, who made a point of telling a story, the main point of which was that women are better writers and men are better at math (analysis, research, anything quantitative), once in private and a second time at a lunch with several other colleagues, about half male, half female. I left the lunch moments after that and never discussed it with anyone else. One female colleague present at the lunch indicated to me later that there were some topics she could not discuss with him, this being one of them. He has progressed in his career (position and salary), while I have not, although I don't attribute that to any impact from his influence, bias, or ill-will toward me. He is generally an excellent scientist and good collaborator, but has this blind spot (as I have mine, I'm sure). It did, however, make me very cautious about including him as a mentor on any further students or fellow projects involving female statisticians.

Given my personal experience, you are unlikely to get harassed if you are a male. Not sure what it is like if you are a female.

Glad this is being looked into!

Glad to know the ASA is working on this issue. Best to be active and pro-active.

Glad you are doing this survey.

Glad you're being proactive.

Glad, as a member, to see a thorough effort being made here.

Good luck with this. This is a huge societal problem and we need to do what we can to solve it. There should be zero tolerance. I have a 16-year-old daughter who is interested in science and math and it makes my blood boil thinking that she might be a victim of this sort of behavior. Good luck!

Good luck. There may be real issues and those should be addressed, however I feel in our society that may be difficult...

Good survey for a good cause.

Good to see the ASA taking action on this issue.

I am a senior member, now retired.

I am a student and cannot afford to attend events so I have no idea if sexual harassment is a problem.

I am a white male and have had snide comments directed toward me and "my type" in graduate school and in professional settings. I have also had a job candidate tell me during an interview that she was interested in working in a place where there weren't so many "white men."

I am an Indian male who came to USA in 2001. As I wrote before, ASA should take every measure to stop [REDACTED] incidence [from] happening again. It is a good idea to distribute flyers about the policies and procedures.

I am Australian; although retired, I still work a few hours a week [for a] major university in Australia tutoring mathematics and statistics, I have been doing so for 19 years. I get the greatest respect from colleagues and the students I tutor (first, second years) and lectured for a number of years at a second university where students were always polite to me.

I am currently the target of an email/online stalker who is clearly a misogynist. Unfortunately, all the recent attention on this issue has enraged some men and has caused some to lash out. This has never happened to me in my 35-year career. Until now.

I am disturbed by comments that have been made about a few (all that I'm aware of) men at statistical meetings and how they have treated women. Clearly inappropriate, if these comments are true. But after 40 years in this profession, I can see that there are issues about how women are treated in the professional fields, even by other women. So, please address the egregious behavior that has been discussed about how women are treated at ASA meetings, but please also look at the professional work environment for women. I was both called by my first name when men were referred to as "Dr." and blocked by other women. I realize that my career started earlier than for many women currently working in the field and only hope that things have changed. But I also hope – and expect – the ASA will support women and other professional members throughout their careers.

I am glad ASA is doing this survey.

I am glad that the ASA has already taken steps in handling sexual misconduct, both state and nationwide.

I am glad that these issues are being taken seriously. I want the women that I work with to succeed and not be held back by harassment. These people are brilliant and deserve their places as the leaders of tomorrow.

I am glad to see.

I am not sure why ASA is spending my dues on this survey.

I am retired for 5 years and I doubt that I am representative of your population of interest. My responses should be weighted lightly!

I am surprised this survey focuses only on sexual and gender issues when several other forms of discrimination and reverse discrimination are relevant.

I applaud the ASA for being so forward-thinking and proactive in undertaking this survey. The current climate calls for proactive leadership that responds before a crisis has taken place. Thank you for being willing to look in new places.

I appreciate that ASA has commissioned the study. It's great to have a supportive executive director like Ron at the helm.

I appreciate that you are doing this survey.

I believe ASA should focus on ASA events and situations, not on events or situations outside of ASA. This includes questions about workplace harassment; if ASA is interested in workplace harassment studies, they should look at other studies or conduct their own studies, not include it in an ASA-focused survey among ASA members. It will lead to skewed and/or biased results.

I believe in positive action to raise awareness and improve environments for the future. Attempts to address previous incidents, particularly in the distant past, are complicated by the evolution of social and cultural norms over time. In some situations, it is not fair to judge yesterday's behavior by today's standards. Blaming men for all bad behavior is counterproductive and will limit success. Men and women must work together to develop expectations of appropriate behavior by all parties.

I can't remember if I'm currently in any interest group, so I skipped that question.

I commend the ASA for taking the topic seriously.

I did find the questionnaire important and I do not have anything to comment on the questionnaire. But I have two methodological points. I expect that the analysis will be conducted appropriately such that for example the possibility of selection bias will be taken seriously and will be accounted for properly. It remained unclear whether the study extends to all ASA members or to a sample of the population of members. This issue was not addressed in the letters of Ron Wasserstein or Mr. Langer.

I didn't start graduate school until I was 24. At that point, I had already been subjected to sexual assault, harassment, and gender-based discrimination for over two decades. These experiences had so shaped my life that my participation in professional networks and at conferences was preventatively modified in order to reduce the risk of additional harms (as much as possible). This was certainly harmful to my career as I missed out on social and networking opportunities, avoided spending time around many of the men (including potential advisors and employers) outside of very controlled environments. Just thinking about it now makes me angry. Like many women, I have a very sensitive internal radar for men who make me uncomfortable, so I avoid these men, even if they are well-known in the field. Even if the ASA or the statistics profession as a whole did not have a problem with sexual harassment or assaults at events or in the workplace, reparative, proactive work would be needed for me to feel comfortable engaging fully with all colleagues. I assume most environments are not fully safe for me (because they haven't been) so I would need the safety of a new environment actively demonstrated to me before I feel comfortable enough to take fewer precautions. I expect that I am not alone.

I do not think eliminating alcohol should be a solution to the problem. We are responsible with a drink or without.

I don't think that we will get a representative sample from the people that fill out this questionnaire, however, if anyone reports sexual harassment at an ASA meeting we have a problem that needs to be addressed.

I experienced unwelcome intrusion into my personal life as a graduate student. It was not sexual in nature. However, it was very disturbing to attend graduate school and to find myself confronted with issues that were not academic in nature, apparently leaving me with the choice of putting up with it or leaving without achieving my academic goals.

I grew up in the 70s and 80s. Things that were commonplace then and not a big deal are viewed very differently today. People have developed very thin skin in the last 20 years.

I have definitely experienced sexual harassment, but it has not been debilitating to me. I move forward and do what I have to do. I have talked to my mother about this as well. She worked in state government for almost 30 years, and she said that on at least four occasions she could have had a man fired. But she didn't complain, she didn't cry about it; she put the man in his place and continued about her business and got her work done. I respect that.

I have experienced discrimination during my PhD program because I am a woman but I have not experienced inappropriate sexual behavior at school.

I have had to change jobs due to gender discrimination and sexual harassment. It is very hard being a woman in a male-dominated STEM field. I experienced gender discrimination while in graduate school as well. Unfortunately, I left the science world to avoid the discrimination.

I have never been aware of any harassment events or anything like this at ASA meetings.

I have never seen any bad behavior towards women at any ASA events.

I have observed predatory behavior by senior males at JSM young people's mixers.

I have only recently become a professional statistician which complements my career in biomedical research.

I have over 40 years of experience of being a woman that excelled in math and statistics. I have many stories of derogatory treatment from men (e.g. why don't you go home and take care of your children). Most were not sexual in nature per se. The vast majority were from professors in academia. Professors with tenure, especially with respect to their students, may not have enough checks. I found the men in industry, especially larger companies, to be more mindful. One reason may be the presence of a solid HR department that can and will hold people accountable for their actions is a deterrent. Plus, regular company training on what constitutes appropriate behavior.

I have personally not experienced sexual harassment. Also, I'm a very vocal person, raised by strong parents to always be an "active" bystander whenever I encounter issues where I am a bystander. That said, I always wonder why people at the leadership level in my own department – the department Chair and the Biostatistics Service Chief, the Computational Oncology Service Chief – are all men (Biostatistics and Computational Oncology are 2 of 4 divisions within my department; two other divisions – Epidemiology and Health Outcomes Research – do not have separate service chiefs since the Chairman is the service chief for these divisions). During 2017, when we were all asked to show up for the Comp Oncology Service Chief candidate interviews and were given a list of candidates and interview dates, I immediately replied "all" asking why all the candidate names are men. What was done about it, I don't know. Eventually, a man was selected for the job. Clearly gender problems are rife in the profession. The issue of male leadership in my department is a problem – perhaps not ASA's problem, but something that

needs to be dealt with by my institution. But this is certainly a gigantic problem that needs to be amplified to find an institutional solution, and this is one of the places where I'm amplifying this. ASA can't find a solution for this institutional issue, but not amplifying this problem (especially when I have an opportunity to do so) would make me complicit in this issue and I don't want to be complicit. So, here I am, amplifying all the time and searching for a solution...

I have seen sexual and racial discrimination and harassment in industry affecting statisticians and others I worked with and supervised and it needs to be eliminated.

I have usually attended ASA events with either my husband or co-workers, so my responses are based upon experiences with people I know well.

I haven't been to the recruitment center at JSM for decades. However, I found it to be needlessly antagonistic: some employers assuming that you would just walk over to their booth, and others being indignant if you walked over to their booth

I hope that you will share the results with ASA.

I just want to say thanks for being so proactive on this. Even though I have not witnessed sexual harassment/discrimination in my dealings with ASA and my workplace, I know it can and does happen. It is nice to feel that ASA has our best interest at heart in this respect.

I look forward to progress on this, as an ASA member and a citizen. Thanks for asking.

I personally have not experienced sexual harassment or discrimination in a professional/academic setting. However, one of my friends in graduate school lost her graduate assistantship because she got pregnant (that was over 30 years ago).

I retired 16 years ago, last attended an ASA meeting about 14 years ago.

I thank the ASA for addressing this important issue.

I think by conducting this survey ASA has made a step forward to address the issue of gender bias and sexual misconduct.

I think it is necessary to discuss sexual issues in ASA, but I think that we should also pay attention to political announcements.

I think many people are too quick to excuse socially awkward behavior as being expected from nerds. Emphasize that isn't okay.

I think that ASA should circulate a SM statement to all members to stay ahead of this concern.

I think the ASA is asking for trouble with questionnaires like this.

I think the ASA should be fully forthcoming about what is triggering this survey and ASA's newfound attention to sexual harassment. Have there been specific incident(s)? If so, then say so, because we need to know. If not, is this another part of ASA's recent politicization (and I wonder especially whether ASA, as opposed to some other entity, should be investigating sexual harassment in areas outside of ASA activities – the last non-categorization question)?

I think this important work, but I also think we need to be careful how we proceed.

I think this is important. Thanks!

I very much appreciate ASA efforts to address sexual harassment in our field.

I want to see sexual harassment eradicated. I want my daughters to be safe.

I was a grader for an instructor. She was a bit flirtatious. Once when I went to her house to drop off some graded assignments, her children said they wanted me to be their daddy. (This occurred in the presence of the instructor.) I made some awkward excuse and left. From then on, she gave me poor performance reviews to the program chair.

I was denied a position that had already been offered when the head of the Research Station found out I was pregnant. My staff director straight up told me that while I had a cause of action if I pursued it, I would never work in this research area again. I was 30 years old at the time.

I wish there had been the data science and women's conferences when I was professionally active! I attended many Joint statistical meetings, the Winter Simulation Conference, many chapter and section meetings, Southern Regional Education Board meetings, etc. and loved them all. ASA is a classy professional organization with a wide array of interesting meetings.

I would like to be more proactive in the AAA sector.

I would like to note that JSM, despite its large size, has consistently been a place I have felt comfortable and welcome at. I have been to a few European statistics and biostatistics conferences, and the behavior at those was starkly different and difficult to bear as a young a woman.

I would not say that I have experienced any gender/sex discrimination in my brief time in the ASA. My answers reflect my experiences in my graduate program and workplaces (where I didn't work as a statistician). This survey does make me nervous that I will face discrimination and/or sexual harassment if I attend future ASA conferences or chapter meetings.

I'm a new member to ASA, so I have little to add to the discussion on the organization's policies, but I have experienced gender discrimination in the workplace and in STEM my whole life: I had a manager jokingly offer to knock me up so I would continue to work in the book department instead of going to college. My hours were slashed in half as retribution for going on maternity leave (the company was small enough that they didn't have to legally comply with FMLA

regulations). I was disqualified from the state math competition in middle school, because my period started at the beginning of the test, and I had to excuse myself to go to the bathroom. A college professor called me “John” instead of by my name, because (he said) girls can’t be as good at math as I was. I wonder sometimes where I might be today if I had stuck with math, instead of waiting until my 30s to pursue graduate school – working full-time with a kindergartener while pursuing an advanced degree in statistics is no cakewalk.

I’m going to be messed up all day recounting some of my experience outside of an ASA event. I hate the idea that I have colleagues and friends who get triggered at ASA events as well.

I’m grateful to know that you are conducting this survey.

I’m happy to see this being studied by the ASA.

I’m pleased that the ASA is taking some action to address related issues, and hope that effective use can be made of this survey. Good luck to us all.

I’m surprised there isn’t a question about sexual orientation as this may explain responses on harassment if homophobia is the source of the harassment.

I’ve been teaching for 40 years. Things are generally much better today than when I started but I did see lots of inappropriate behavior as a young faculty member. This primarily involved faculty getting involved with students.

I’ve heard of incidences secondhand but nothing directly.

I’ve not experienced sexual harassment personally, but talking to my female friends and colleagues, I do know it’s out there.

I’m not young, and back in the 80s when I first started working it was a different world. I believe that a lot has changed (improved) – men (and even women) are more appropriate at work and professional events. People do need to know when to speak up, and with whom they should share their concerns.

I am a PhD Statistics student from Nigeria. It has been my dream to attend any of these Statistical Conferences especially Women in Statistics Conference. I have being limited because of financial constraint. I want to use this opportunity to find out if there is a provision like funding for interested members to attend conference and the procedures involved.

I am now 81 years old and my attendance at ASA functions occurred many years ago and are subject to memory issues and changes in social norms.

I’ve been fortunate not to be the object of any explicit sexual harassment, and I’ve had the luxury of being part of very supportive workplaces and academic departments. Even still, however, I experience a real sense of intimidation/stereotype threat among some male peers and professors.

There is a stark difference in the confidence (arrogance?) of males and females in academia – in the classroom setting, in seminars, etc. Almost all dialogue/Q&A happens between males only.

If I had known what this survey was going to be about, I probably wouldn't have taken it.

If volunteers are needed, would be willing to work on the development of policies regarding sexual harassment or discrimination. Contact me via email as bbecker@fsu.edu. Betsy Becker

If you do this study again, please ask specifically about promotions/advancement when compared against colleagues. My supervisor's supervisor even told him (*she* told him!) I would have been promoted if I'd been male. But this happened more than once, and usually was not called out so concretely. I asked for permission to apply early for tenure and was denied permission to apply early based on a false CV reading, but my male colleague with fewer years of teaching was given permission to do so.

If you ever do this survey again, I would ask respondents if they ever saw any kind of sexual harassment at an ASA event or outside an event. While I have never experienced harassment myself, I have seen it happen to colleagues.

In general, there is a condescending tone in the math community. It needs to end ASAP. Peers who understand content quickly are lauded above those who don't. Comprehension at the master's/PhD level is just as much a responsibility of the professor as it is of the student. A poor delivery by a professor can result in poor comprehension from the student. And the knee jerk reaction to be condescending when a subject is not understood by a student is widely prevalent in my master's program. Combine that with the general low numbers of women in the ASA field and the social media hysterification (not a word but I call it as I see it) of male and female interactions and condescension can be perceived as gender bias. The truth is I [have] heard nothing but good things about ASA events from women who have attended. However within my educational and career background gender bias is prevalent. As a minority and a female, the need to ascertain statistical concepts and then utilize them in common discourse seems amplified. That is to say I feel like I have to understand every subject presented by my professor perfectly and immediately in order to be taken seriously and avoid condescension from peers and professors. But the most condescension I've received is actually from female professors. So far I have only encountered 2 male professor that have been obtuse. On the other hand all of my female professors have been vindictive, condescending, and have made poor and distasteful remarks about my gender and ethnic background. Thankfully I have not been sexual harassed however I did have a peer who dropped from the PhD program because she was being stalked by another student. She left because she felt the department should have dismissed the stalker from the program. I've also seen other male students stare inappropriately for long periods of time at female students during class and unfortunately the professor ignored it. Unfortunately there is not enough space to go over more examples.

In general, compared to other academic conferences, I have found JSM (staff, planning) to be incredibly supportive to younger individuals. I want to make sure that is affirmed. It really does make a huge difference and I view JSM as a small dose of encouragement.

In my personal experience, sexual harassment is a rare occurrence within my profession. I have worked as an engineer in the aerospace industry for 30 years. Except for one director who used to start his meetings with a dirty joke (his dozen direct report managers were all men), I am unaware of any occurrences of sexual harassment. Perhaps I was fortunate to work almost exclusively with professional professionals. I asked the two women engineers I knew best if they were aware of or had been the victim in any situations. Both said absolutely not. Without intending to blame victims in any way, both of these women would have been viewed as bad candidates to harass (both would have reported an incident immediately and followed through by all means available).

In my presence, someone told me they were going to “kill that bitch” and “rape her” because of incorrect data input. I stated that those were strong words and I was told that it was okay because “she is pretty.” I was also kissed on the cheek after being told that the individual didn’t want to shake my hand and it felt very premeditated.

In some events [there] is way too much drinking.

It is quite possible that I have experienced harassment and not noticed, or brushed it off, because I tended to be intentionally oblivious to this sort of thing until a few years ago. I have only been to NIPS once, but it was a much less comfortable environment than JSM. As a woman at JSM, I feel quite welcome.

It would be useful for you to collect information on the experience women have had reporting these events. While most events go unreported, I would guess that most women have tried to report at least one event – and it didn’t go well. That greatly influences our decision to report other events.

It’s good that ASA is dealing with this issue, even though I haven’t personally observed it as a problem at ASA functions.

It’s great that you are doing this. Very commendable. I found it sad, though, that I literally checked every single box on the “have you experienced any of these outside of an ASA event.”

Keep up the good work

Last attended JSM in 2013 at Montreal. Have been an officer with my chapter since 2000.

Least expected survey; never crossed my mind that sexual harassment could be a topic of interest to ASA. I hope your survey confirms that it is a non-issue or at least not any different from similar professional events.

Looks like either I was very lucky or I lived a sheltered life.

More concerned about age discrimination than sex discrimination or harassment

Most of the inappropriate comments are unintentional/unthinking. For example, in a stats genetics class I attended, there was information on genetic tests for paternity, which can be wrong. The male lecturer promptly became very indignant on behalf of men who might be paying child support for children they hadn't actually fathered babies. It did not even occur to him that there would also be women without child support because the true father had not been identified.

Most of the problems I ever had at meetings occurred where there were many vendors. Sometimes the vendors were problematic. However, I never had that problem at an ASA meeting. I have been to many, many ASA meetings and they are pretty tame as far as I can tell.

Most of the problems I experienced happened early in my career. I think it helps to be more senior so that one can look bad actors in the eye and tell them to get lost or get real. Formally explicit, fair, and neutral company policies help as well. As the most senior woman around I was often asked to provide management advice on how to deal with particular people and situations as our company brought on increasing numbers of women in professional positions.

Much more should be done to educate people on preventing sexual harassment and redirecting a conversation that is going in an inappropriate direction (task this to a women's group). ASA might encourage a broader discussion to include more subtle forms of bias that occur in workplaces or conferences (e.g., discounting women's input; implicit bias in images used in presentations; primarily associating career issues with women; not considering women colleagues as leads, for awards, etc.)

My "yes" answers to the questions about workplace experience reflected experiences many decades ago. At the beginning of my career I was once mistaken for the secretary and requested to make coffee by a visitor (which mortified my boss). Somewhat later one of my colleagues made an inappropriate sexually-oriented joke. So, 2 instances, the most recent occurring 35 years ago, over a 45-year professional career – not too bad.

My ancestors arrived in Boston 10 years after the Mayflower. As such my lineage is mixed.

My experience includes 20 years industry in male-dominated fields and about 5 total in academia. Most of the men that engage in these behaviors are socially awkward, narcissistic, or bullies. No policy can fix character defects or personality disorders.

My experience with what would now be termed "sexual harassment" was many years ago while I was an undergraduate student and working as a research assistant. At the time, there was no one to report to and no one to help. Today, the faculty member would be summarily discharged.

My experiences with ASA have been very professional in nature and from what I have witnessed, there has never been any harassment at any event. Since I am male, I cannot put myself in the position of being female or any other sexual orientation. Perhaps those individuals have experienced such treatment. In that respect, I hope that I am not biasing your survey.

My graduate school department was and my current workplace is primarily female, with women in leadership roles.

My impression is that the statistics, as a profession, has always been welcoming to any and all people. But I am also aware that women breaking into previously all-male federal agencies has been an issue, historically speaking.

My male graduate advisor made direct remarks to another female student who happened to have a baby at the start of graduate school (she's a rock star!), telling her he didn't know why she was there since she was "going to quit anyway" (which she hasn't and never planned to). I chose him as an advisor after this comment but without knowing this and found he was rude and condescending to me as well, but no female-derogatory language was used, specifically. A male student had him as an advisor following my experience, and he said the advisor was really great and working with him was a great experience. If I could do it again, I would choose a woman as an advisor or research the man much better. People like that really shouldn't be employed by universities, but they are.

My only contact with sexual harassment were indirect comments from female friends (I'm male). Once a friend walked out of a JSM social event with me saying that the people (male) who were talking with her were known to be over-attentive to female students. No names. Other grad school friends obliquely commented on sexual harassment as students years after we all graduated. No definite names, but fairly easy to intuit. However, as I noted in the survey, I have never seen this kind of behavior directly.

Nicely developed survey. Thank you.

No comments. I am happy with the ASA and its meetings.

No issues with my interactions with ASA. Private sector has lots of problems. Thank you for conducting this survey. I am proud to be a member of an organization taking the initiative and asking the hard questions.

None really. I can imagine that others will have [had] different experiences, either within or outside ASA, but the questions you are asking refer to things that I have not experienced.

None, except that I've led a relatively sheltered life.

Not sure how useful my responses will be given that I live well away from North America. That aspect of respondents' background may need to be taken into account in analysis.

Nothing I experienced crossed any lines, but I was made to feel uncomfortable on more than one occasion, and I made sure to follow that feeling and cut off contact in order to be safe. I would prefer not to have to be on my toes at all but have accepted that that is the reality of being a

woman and I must be careful at all times. I am not sure anything can be done to prevent experiences like the ones I've had from occurring.

One item I didn't see listed was disrespect/condescension/bias/etc. related to one's real or perceived sexual orientation. Sadly, I have experienced this at least twice in work situations (NOT at ASA events). I think that falls squarely within the "sexual harassment" label, as it's directly related to sexual interest and/or fear. I wonder how many others have had that experience.

People think I'm white. My parents thought they were white. I have never cared about race or ethnicity. And now, according to 23andme DNA testing, I have ancestry from all over the world. Including Phoenician, which to a mathematically inclined person is wonderful. Someday these race/ethnicity categories will disappear, and we'll all write our percentages. Or, to make life simpler, we'll just say, we're all from Africa.

Please note: I have a master's in biostatistics and a PhD in another discipline. I answered your question about educational attainment accurately, but you may perhaps (understandably) assume that my PhD is in a statistical field. It is not, so feel free to adjust accordingly.

Please try to obtain near 100% response rates. As you analyze the survey results, please consult the most senior statisticians you can find. The credibility of results will depend on a well-designed and written survey.

Questions concerning the importance of ASA may be misleading, since I have been retired for 15 years and am no longer professionally active. For most of my career, ASA has been extremely important to me.

Remove gender-based conferences like Women in Statistics and Data Science. Would you have a conference for Men in Statistics and Data Science?

See earlier comments. They were not meant to demean the work that ASA does; I just elected not to participate.

See my description of ONE experience as a junior faculty member. Guy tried to feel up my thigh WHILE INTERVIEWING FOR A JOB. From what I hear, a good deal of sexual harassment still happens in academia, though perhaps less frequently. (And there are some advantages to being older, cuts down on the sexual stuff a lot, if not always the differential professional respect for women.) The reaction to Dr. Christine Blasey's revelations about Kavanaugh should give you a pretty good understanding of why women hesitate to report their experiences. You're going to have to think hard about creating a safe space for women (or men, especially junior men) to report bad actors, especially senior people.

See previous comments. Sexual harassment etc. is a serious issue, but its recent prominence may lead to misunderstandings being interpreted in such a light, which may diminish attention to genuine cases.

Sexual orientation should be included in this survey and in the policy.

Some of my answers on the survey may be numerically approximate.

Some questions of a longitudinal nature would be informative.

Students are most vulnerable. I would have an ASA advocate in the meeting and tell the students if there is a problem, they should contact them. Alternatively, groups of students should look out for each other. It would be good before the meetings to identify YouTube videos describing sexual advances.

Thank you for addressing this important issue.

Thank you for allowing folks to self-describe gender in that question – very affirming for some of us.

Thank you for collecting data on this issue.

Thank you for conducting this survey. I will be interested in seeing the results.

Thank you for considering these issues.

Thank you for doing this.

Thank you for doing this (collecting the survey responses and considering them to improve the ASA).

Thank you for doing this!

Thank you for doing this! Thank you for all the mentoring and support I've received as a woman. Please continue to have a firm but careful approach to this issue, and not give in too much to emotionality, one way or the other.

Thank you for engaging with this difficult and important issue. I note that your questions address gender and sexuality but do not address issues affecting LGBTQ folks. There is a culture of heteronormativity in the statistics field that should be addressed along with gender discrimination and harassment.

Thank you for including questions about whether we'd been warned to avoid certain people. The "broken stair" problem is often overlooked in these contexts.

Thank you for initiating this. It shows me that this very important issue matters to ASA.

Thank you for putting this ad hoc committee together and for reaching out to the membership for their input.

Thank you for sending out this survey. I hope that the results are analyzed carefully and widely shared, and that the ASA puts practices into place that ensure a safe and welcoming environment for everyone!

Thank you for taking on this important matter!

Thank you for taking these things seriously – even the existence of this survey goes a long way towards giving me confidence in the ASA as a safe place.

Thank you for the opportunity to provide feedback.

Thank you for the survey.

Thank you for the survey on a critically important topic.

Thank you for trying to address this issue. As a woman, this is a very important issue to me personally.

Thank you for working on this very important issue.

Thank you for your attention to this issue.

Thank you for your interest...

Thank you for your proactive efforts in addressing this important problem.

Thank you to the ASA and Task Force members for the vital yet taxing service to our profession to address these topics. I hope for continued visibility and clear definitions of professional behavior expected at ASA meetings. As these issues also arise outside of professional meetings, ASA has an opportunity to emphasize the entire community's intolerance for inappropriate behavior, particularly to those who lead statisticians in the workplace.

Thank you, ASA, for conducting this survey and being sensitive to this issue. Thank you.

Thank you. My own experience of harassment at employers were in the 1980s before I went to graduate school.

Thanks for addressing this.

Thanks for doing this – it's important.

Thanks for doing this.

Thanks for doing this. I think this is very important. I have not been subject to sexual or gender abuse myself in a professional context but have been in other contexts. I'm sure it such problems do exist at association events and we need to do everything reasonably possible to support victims and reduce their frequency.

Thanks for making sure that ASA meetings are harassment free.

Thanks for offering the survey.

Thanks for taking this initiative.

Thanks for taking this issue seriously.

Thanks for the opportunity to respond to this survey.

Thanks for thinking about this issue.

Thanks for your serious commitment to addressing this issue.

Thanks to ASA for gathering this data, analyzing and reporting about this data.

The ASA is an awesome organization led by a man whom I greatly admire...Ron Wasserstein. Great job in all that you do for us and our profession, Ron!

The disrespectful comments mentioned in the survey, which took place while I was a graduate student, were extremely troubling. It was also disturbing that, while the offender was widely known by students, faculty and others to have a reputation of disrespect, to my knowledge this person barely received so much as a slap on the wrist for multiple offenses to multiple people.

The fact that I haven't seen or heard anything like what you describe is probably because I'm male. Being in my 50s and sedentary doesn't help either. Being not rich, handsome, athletic etc., it would be very unusual for anyone to feel any attraction to me. If I ever were to approach someone in the way you describe, she'd be revolted, and I'd just feel like an idiot. This has been my view for several decades.

The fact that you have a "gender identity" shows how far society has fallen. You are either a man or a woman, have a rare genetic disorder OR you have a mental disorder. I don't really care what you are. If you have a problem with sexual assault or sexual harassment, contact the police.

The gender-based harassment I've experienced was at a prior job in a different employment sector and not my current one (i.e., be careful with inferences from crosstabs here).

The harassment I suffered was at the hand of a female employer/faculty member while I worked at my graduate school during my PhD program.

The Hispanic question is problematic. I could answer it either way.

The idea that women cannot do math (or stats) as well as men is still alive and well, which is part of the glass ceiling. Despite the fact that I have always scored in the 99th percentile of standardized tests in math, and I know stats really well, I am told I have to hire a man who is a stat consultant to get NIH grants.

The International Society for Bayesian Analysis (ISBA) has developed a highly detailed set of policies that might be a useful example.

The number of people who cause problems at ASA events is small, but they are disruptive to those who find the behavior inappropriate. ASA and the statistical community as a whole need to take some positive action to police the behavior of the few individuals, as everyone (at least, the young women and the men who are friends with the harassers) knows who they are.

The open debate may help but it does divide members into camps as witnessed by the recent Kavanaugh hearings. Uncorroborated experiences can be unresolvable and very damaging and as such, people often retreat into trenches they dug years ago. Women need to air their complaints in safe and worry-free spaces. The venue, Women in Statistics and Data Science, seems to be highly appropriate for such discussions. Every woman should realize that the time to report an incident is immediately after she reaches a safe place. We need to empower women to speak and say: "I'm not comfortable with this conversation, please excuse me." I often think that some people are simply more outgoing than others and our discipline has plenty of people who are socially challenged.

The person who sexually harassed me relentlessly for the first year of grad school was the last person anyone would suspect. He was a physician and a post doc in public health who seemed warm and caring to everyone who knew him. Therefore, although I've had wonderful ASA experiences at conferences and chapter meetings, I am sure this does happen. The people capable of this are often charismatic and have a sense of entitlement, which allows them to think their behavior is acceptable.

The problem seems artificial, you are simply following a general nowadays mode.

The problems I experienced were early in my career and a long time ago.

The question about do I think sexual harassment is a problem based on what I have heard or experienced at ASA troubled me. I think it is likely a problem even though I haven't heard or experienced that anyone was harassed. It is a problem everywhere.

The survey did bring back a couple difficult memories. I think I am okay, but they are upsetting. I hope my responses help.

The survey is well done.

The survey objective was to collect data regarding inappropriate conduct at ASA events, but the survey then asked about non-ASA events which I don't feel is appropriate and seems to be answering a different research question.

The workplace harassment experiences are from retail and clerical positions that I held during college and as a temporary employee after graduation (while seeking full-time employment in a different field). In the retail positions, the harassment came from customers of the store as well as from coworkers.

There is a standing expectation that certain gender and ethnic groups are not smart enough to succeed in math, science, and technology.

There needs to a very clear policy with an explicit statement of sanctions/punishments for transgressions relating to sexual misconduct in specific and disrespectful behavior in general. Some of the behaviors widely reported on the internet concerning events of other statistical associations would constitute criminal code infractions in some jurisdictions for which there is no statute of limitations, or rather the statute of limitations is the lifetime of the perpetrator.

There was a significant amount of sexual harassment in my academic career many years ago.

This answer box is not large enough to accommodate everything that could be said about the matter of sexual harassment. It's possible ASA can develop policies about the issue of harassment, but I'm not convinced that that is going to change things. In theory, adviser/grad student relations never have a sexual component, but when I was in grad school one of my fellow grad students was being pressured for sex by her thesis adviser. The entire culture needs to change for this to stop.

This initiative of addressing sexual harassment issue is highly appreciated. Let's keep up the good work!

This is a complex issue that should be taken seriously. At the same time, statisticians are a socially awkward bunch who are almost autistic about proper boundaries.

This is a problem in society as a whole. I belong to a number of other professional societies – I am not aware that any of them are addressing the sexual harassment issue. It's good to see ASA taking this initiative.

This is a very important topic and I am glad that ASA is taking a close look at our experiences.

This is an important issue to address.

This is largely a non-issue.

This is very important research. Thank you.

This questionnaire could be better designed and also much shorter.

This survey has been a challenge – I have attended only 1 ASA event, so not a lot of experience to base my judgment upon. As a man, my personal experience is fundamentally different than women's (most sexual harassment is men harassing women, after all). And sexual harassment is a problem, even if only one person at an event like JSM (with 6,000+ in attendance) gets harassed.

This survey is a step forward. Please report the results. Thank you.

This survey is insulting and an example of harassment. It is also a criminal waste of ASA resources.

This survey only focused on sex not gender bias in general.

This was not an ASA event, but at another conference (I believe it was FedCasic or FCSM – it was in the Census Bureau). I witnessed a man in the audience taking pictures of the legs and butt of the woman in the audience in front of him with his cellphone camera (I was behind him). I said something about it to him, and he claimed to be trying to take pictures of the slides in the presentation. I pretended to believe him because I didn't know what else to do. I didn't tell the woman what happened, which I regretted. Now I'm always self-conscious about who is behind me and what they are doing during conferences, which obviously distracts from being able to focus on the presentation. Playing defense all the time is exhausting.

This whole area ranges from the violent with criminal intent to normal social behavior gone a little overboard. I think we're at a point where we need a reality check, so we don't treat everything in that range as equally bad.

Though I find myself fortunate to not have experienced sexual harassment in a professional and academic setting, I know countless others who have, and I applaud any steps the ASA takes to help move the line on what is accepted in our society.

Though I haven't experienced problems with sexual harassment personally, I'm glad to hear the ASA is taking this seriously and gathering opinions and such.

Though I think that sexual harassment is a very important issue and that I'm glad to see that the ASA is being proactive about this, I've personally never experienced nor witnessed any such incidents at an ASA event or in my professional work life.

To expand on my earlier response, my boss made up stories about having a relationship with me. He told these stories to others at work who then treated me much differently. He thought that he gained status through these lies. Later, when he had a life partner, he told the lies to his partner who confronted me. Fortunately, the partner seemed to believe me when I explained the lies but then my boss treated me worse at work for ruining his stories.

To my mind, the behaviors I have experienced were felt at the time to show “he’s a jerk” rather than being a direct threat. Some of those behaviors would today be considered harassment.

To the gender question you offer man/woman as options. Should the choices not be male/female with perhaps other as well for this survey not to look gender biased?

Transparency in how the process works when something is reported and having things handled by a group not consisting of one’s peers are both incredibly important in this process. Thank you for this survey and I look forward to improvements coming as a result.

Very good efforts from ASA to conduct this survey. Hope it helps.

We all certainly know of people who have behaved egregiously re: sexual harassment. I’m sure there are offenders in many academic institutions and industry. Thanks for stepping up with a policy.

When I told someone I was pregnant with [my] second child during a meal at an event, I was asked why I waited so long to have the second one. (Age difference between my two kids is 10.) It was very hurtful as the person has no idea what my family went through during the years in between.

When someone acts inappropriately it can be difficult to identify the problems at first leading to time gaps.

While any sort of harassment of one person by another is to be deplored, in many years of working with mixtures of men and women, colleagues and students I do not recall ever having heard a complaint of sexual harassment

While I appreciate the purpose of this survey, I find the questions suggestive and repetitive: suggestive in that you will likely find a large number reporting some form of harassment or discomfort, but at many different levels of severity, and repetitive in that asking the same questions about different contexts will elicit many repetitive responses (and increase respondent burden).

While I have never been warned to “avoid an ASA event,” I have been warned of specific ASA individuals to avoid due to a history of inappropriate behavior. The problem exists within the association as much as it does at specific events.

While I have not experienced sexual harassment, I personally know a couple other women who have. One of them was my classmate in graduate school, and the perpetrator was the department chair. The other woman was a friend who was harassed at a non-ASA statistical meeting. This is not an uncommon problem.

While I have not found sexual harassment to be rampant in my statistical education, it is present enough that it can significantly deter women considering a career in statistics. Particularly, I have found that even when sexual harassment is reported, older professors get a pass (i.e., “he’s just from a different era”), and what few assurances of disciplinary actions that are made (“he’ll never teach undergrads again”) are not enforced. This enables further harassment and sets victims as outside.

While not being a target of harassment, I know it likely exists at an unsettling frequency and I applaud the efforts to measure and address it. Please stay vigilant!

Women benefit from lower standard and are given awards more easily than equally qualified men. There are even sexist awards and scholarships just for women. Don’t think this doesn’t breed resentment and further discrimination.

Working for an academic institution as well as nonprofit organizations has been very and demeaning in many ways. Much of this conflict has been gender-based. This is why I decided to work as an independent consultant over 10 years ago.

Would like to know how to stop student’s behaviors (anonymous letter/social media) of harassment.

You are talking about sexual misconduct. I think you should conduct surveys on racial discrimination as well. I believe I have been a victim of racial discrimination several times and I do not know where/how to talk about it. If ASA can bring it up, or at least start the discussion, that will be nice.

You should also have asked sexual orientation and the questions in the interview should have had instructions about how to deal with aspects of inappropriate behavior related to sexual orientation.

Appendix E: Topline Results

This American Statistical Association study was conducted Oct. 11-28, 2018, with responses from 3,507 ASA members, including 3,191 complete and 316 partial responses. The study was produced for the ASA by [Langer Research Associates](#) of New York, N.Y., with data collection by SSRS of Glen Mills, Pa.

Full results follow. Unless otherwise noted, * = <0.5 percent.

1. How long have you been an ASA member?

	Less than 2 years	2 to 5 years	More than 5 to 10 years	More than 10 to 15 years	More than 15 years	Skipped
All	15	19	15	9	42	*
Women	18	22	16	11	33	0
Men	12	16	13	8	51	*

2. How important to you personally is your ASA membership?

	-- More important --			----- Less important -----			Skipped
	NET	Very	Somewhat	NET	Not so	Not at all	
All	86	36	50	14	13	1	*
Women	86	35	51	14	12	1	0
Men	87	39	48	13	12	1	*

3. Please rate the importance of your ASA membership to you in each of the following areas.

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	-- More important --			----- Less important -----			Skp.
	NET	Very	Somewhat	NET	Not so	Not at all	
a. Professional development							
All	88	46	42	12	10	2	*
Women	92	53	39	8	7	1	0
Men	87	44	43	13	11	2	*
b. Developing/maintaining career contacts							
All	74	32	42	26	20	6	*
Women	81	37	44	19	15	4	0
Men	71	30	42	28	22	6	*
c. Developing/maintaining personal friendships							
All	46	15	31	54	35	19	*
Women	45	15	30	55	36	20	0
Men	47	15	32	53	35	18	*

4. In the following questions, the term "ASA event" includes any meeting sponsored or co-sponsored by the ASA or its chapters and sections, as well as social gatherings related to such meetings. Have you ever attended an ASA event?

	Yes	No	Skipped
All	85	15	*
Women	86	14	0
Men	85	15	*

5. Given what you have heard or experienced, do you consider sexual harassment at ASA events to be:

	----- More -----			----- Less -----			
	NET	A major problem	A problem	NET	A minor problem	Not a problem	Skipped
All	15	3	12	82	18	64	3
Women	16	3	13	82	20	62	3
Men	14	2	12	84	16	67	2

6. Apart from sexual harassment, individuals may experience inappropriate gender-based behavior, such as disrespect, condescension or objectification. Given what you have heard or experienced, do you consider inappropriate gender-based behavior at ASA events to be:

	----- More -----			----- Less -----			
	NET	A major problem	A problem	NET	A minor problem	Not a problem	Skipped
All	19	4	15	78	24	54	3
Women	23	5	17	75	27	47	3
Men	15	3	13	82	23	59	3

7. Have friends or colleagues ever warned you to be on guard while/if attending an ASA event against inappropriate sexually oriented behavior by a fellow attendee?

	Yes	No	Skipped
All	7	93	1
Women	13	87	1
Men	2	97	1

8. Have friends or colleagues ever warned you to avoid specific ASA events because individuals who engaged in inappropriate sexually oriented behavior might be present?

	Yes	No	Skipped
All	2	97	1
Women	4	96	1
Men	1	99	1

9. (IF ATTENDED ASA EVENT) While attending an ASA event, have you ever witnessed a sexually oriented conversation that you found inappropriate?

	Yes	No	Skipped
All	8	91	*
Women	13	87	*
Men	5	95	*

10. (IF ATTENDED ASA EVENT) Have you ever been the target of sexual harassment while attending an ASA event?

	Yes, experienced sexual harassment	Not sure, experienced inappropriate behavior that may or may not have been sexual harassment	No, did not experience sexual harassment	Skipped
All	1	6	93	*
Women	3	11	86	0

Men

*

1

99

*

11. (IF ATTENDED ASA EVENT) Have you ever been the target of sexual harassment after an ASA event by someone you met at an ASA event?

	Yes	No	Skipped
All	1	99	*
Women	2	98	*
Men	*	100	*

12. (IF ATTENDED ASA EVENT) Regardless of whether or not you feel it constituted sexual harassment, have any of the following behaviors ever been directed at you while attending an ASA event?

a. Disrespect or condescension that you experienced as based on your sex/gender

	Yes	No	Skipped
All	11	88	*
Women	25	75	*
Men	1	99	*

b. Use of derogatory or unprofessional terms related to your sex/gender

	Yes	No	Skipped
All	5	95	1
Women	10	89	*
Men	1	99	*

c. Different treatment based on sex/gender (e.g., quality or nature of assignments)

	Yes	No	Skipped
All	9	90	1
Women	18	82	*
Men	2	97	*

d. The presence of sexually oriented material in any format (e.g., photos, videos, written material) in an inappropriate context

	Yes	No	Skipped
All	1	98	*
Women	1	98	*
Men	1	99	*

e. Unwelcome sexually suggestive looks or gestures

	Yes	No	Skipped
All	4	95	1
Women	9	91	*
Men	1	99	*

f. Unwelcome sexual teasing, jokes, comments or questions

	Yes	No	Skipped
All	6	93	1
Women	10	89	*
Men	2	97	*

g. Unwelcome communications of a sexual nature (e.g., emails, phone calls, notes, text messages, social media)

	Yes	No	Skipped
All	1	98	1
Women	2	98	*
Men	*	99	*

h. Unwelcome invasion of personal space that you experienced as sexual in nature (e.g., touching, crowding, leaning over)

	Yes	No	Skipped
All	5	95	*
Women	10	90	0
Men	1	99	*

i. Pressure for dates

	Yes	No	Skipped
All	1	98	1
Women	2	98	*
Men	*	99	*

j. Stalking (e.g., unwanted physical or electronic intrusion into your personal life)

	Yes	No	Skipped
All	1	99	*
Women	2	98	*
Men	*	100	*

k. Pressure for sexual favors

	Yes	No	Skipped
All	1	99	*
Women	1	99	*
Men	*	100	*

l. Someone offering preferential treatment in exchange for sexual favors

	Yes	No	Skipped
All	*	99	*
Women	*	100	*
Men	*	100	*

m. Rape or sexual assault or attempted rape or sexual assault

	Yes	No	Skipped
All	*	99	*
Women	*	100	*
Men	*	100	*

n. Other

	Yes	No	Skipped
All	1	85	14
Women	1	86	13
Men	*	87	13

13. (IF EXPERIENCED [ITEM]) How often have you experienced this while attending an ASA event?

a. Witnessing a sexually oriented conversation that you found inappropriate

	----- More -----			----- Less -----			
	NET	Often	Occasionally	NET	Rarely	Once	Skipped
All (n=236)	34	2	33	65	47	18	*
Women (n=133)	36	2	34	63	41	22	1
Men (n=77)	32	0	32	68	52	16	0

b. Disrespect or condescension that you experienced as based on your sex/gender

	----- More -----			----- Less -----			
	NET	Often	Occasionally	NET	Rarely	Once	Skipped
All (n=314)	54	9	44	46	35	11	*
Women (n=255)	54	11	43	46	33	13	0
Men (n=15)	53	0	53	40	33	7	7

c. Use of derogatory or unprofessional terms related to your sex/gender

	----- More -----			----- Less -----			
	NET	Often	Occasionally	NET	Rarely	Once	Skipped
All (n=138)	51	10	41	48	39	9	1
Women (n=108)	53	11	42	47	38	9	0
Men (n=14)	43	0	43	50	43	7	7

d. Different treatment based on sex/gender (e.g., quality or nature of assignments)

	----- More -----			----- Less -----			
	NET	Often	Occasionally	NET	Rarely	Once	Skipped
All (n=266)	59	12	47	41	31	9	*
Women (n=182)	60	14	46	40	29	12	0
Men (n=38)	58	5	53	39	37	3	3

e. The presence of sexually oriented material in any format (e.g., photos, videos, written material) in an inappropriate context

	----- More -----			----- Less -----			
	NET	Often	Occasionally	NET	Rarely	Once	Skipped
All (n=29)	28	3	24	69	48	21	3
Women (n=15)	27	7	20	73	47	27	0
Men (n=8)	50	0	50	38	38	0	13

f. Unwelcome sexually suggestive looks or gestures

	----- More -----			----- Less -----			
	NET	Often	Occasionally	NET	Rarely	Once	Skipped
All (n=124)	48	6	43	49	38	11	2
Women (n=96)	47	5	42	52	40	13	1
Men (n=10)	40	0	40	40	30	10	20

g. Unwelcome sexual teasing, jokes, comments or questions

	----- More -----			----- Less -----			
	NET	Often	Occasionally	NET	Rarely	Once	Skipped
All (n=175)	39	4	35	60	45	15	1
Women (n=109)	43	5	39	57	40	17	0

Men (n=39)	33	0	33	64	51	13	3
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h. Unwelcome communications of a sexual nature (e.g., emails, phone calls, notes, text messages, social media)

	----- More -----			----- Less -----			
	NET	Often	Occasionally	NET	Rarely	Once	Skipped
All (n=28)	29	7	21	64	36	29	7
Women (n=16)	31	6	25	63	25	38	6
Men (n=4)	25	0	25	50	25	25	25

i. Unwelcome invasion of personal space that you experienced as sexual in nature (e.g., touching, crowding, leaning over)

	----- More -----			----- Less -----			
	NET	Often	Occasionally	NET	Rarely	Once	Skipped
All (n=136)	29	9	21	70	48	22	1
Women (n=103)	32	10	22	68	46	22	0
Men (n=13)	15	0	15	77	46	31	8

j. Pressure for dates

	----- More -----			----- Less -----			
	NET	Often	Occasionally	NET	Rarely	Once	Skipped
All (n=37)	19	3	16	76	35	41	5
Women (n=24)	17	4	13	83	33	50	0
Men (n=3)	0	0	0	67	0	67	33

k. Stalking (e.g., unwanted physical or electronic intrusion into your personal life)

	----- More -----			----- Less -----			
	NET	Often	Occasionally	NET	Rarely	Once	Skipped
All (n=23)	30	0	30	65	35	30	4
Women (n=15)	33	0	33	67	33	33	0
Men (n=3)	33	0	33	33	0	33	33

l. Pressure for sexual favors

	----- More -----			----- Less -----			
	NET	Often	Occasionally	NET	Rarely	Once	Skipped
All (n=16)	6	0	6	81	38	44	13
Women (n=9)	11	0	11	89	33	56	0
Men (n=2)	0	0	0	50	0	50	50

m. Someone offering preferential treatment in exchange for sexual favors

	----- More -----			----- Less -----			
	NET	Often	Occasionally	NET	Rarely	Once	Skipped
All (n=8)	0	0	0	88	63	25	13
Women (n=2)	0	0	0	100	50	50	0
Men (n=2)	0	0	0	50	50	0	50

n. Rape or sexual assault or attempted rape or sexual assault

	----- More -----			----- Less -----			
	NET	Often	Occasionally	NET	Rarely	Once	Skipped
All (n=7)	0	0	0	86	57	29	14

Women (n=3)	0	0	0	100	33	67	0
Men (n=1)	0	0	0	0	0	0	100

o. Other

	----- More -----			----- Less -----			
	NET	Often	Occasionally	NET	Rarely	Once	Skipped
All (n=21)	24	19	5	67	19	48	10
Women (n=12)	17	17	0	75	25	50	8
Men (n=5)	20	20	0	60	0	60	20

14. (IF WITNESSED Q9 OR EXPERIENCED ANY Q12) When was the most recent time you experienced this while attending an ASA event?

a. Witnessing a sexually oriented conversation that you found inappropriate

	Within 1 yr	>1 yr and <3 yrs ago	3-5 yrs ago	>5 yrs ago	Skip.
All (n=233)	12	30	24	31	3
Women (n=133)	14	30	25	28	3
Men (n=77)	9	30	25	34	3

b. Disrespect or condescension that you experienced as based on your sex/gender

	Within 1 yr	>1 yr and <3 yrs ago	3-5 yrs ago	>5 yrs ago	Skip.
All (n=310)	28	32	16	21	2
Women (n=255)	28	34	16	20	2
Men (n=15)	40	20	13	20	7

c. Use of derogatory or unprofessional terms related to your sex/gender

	Within 1 yr	>1 yr and <3 yrs ago	3-5 yrs ago	>5 yrs ago	Skip.
All (n=136)	20	29	25	23	3
Women (n=108)	20	32	24	21	2
Men (n=14)	21	14	29	29	7

d. Different treatment based on sex/gender (e.g., quality or nature of assignments)

	Within 1 yr	>1 yr and <3 yrs ago	3-5 yrs ago	>5 yrs ago	Skip.
All (n=263)	25	29	19	25	2
Women (n=182)	27	32	17	23	2
Men (n=38)	26	18	29	24	3

e. The presence of sexually oriented material in any format (e.g., photos, videos, written material) in an inappropriate context

	Within 1 yr	>1 yr and <3 yrs ago	3-5 yrs ago	>5 yrs ago	Skip.
All (n=29)	10	24	21	38	7
Women (n=15)	13	27	33	27	0
Men (n=8)	13	25	13	38	13

f. Unwelcome sexually suggestive looks or gestures

	Within 1 yr	>1 yr and <3 yrs ago	3-5 yrs ago	>5 yrs ago	Skip.
All (n=120)	17	24	23	31	6
Women (n=96)	21	22	22	31	4
Men (n=10)	0	30	30	20	20

g. Unwelcome sexual teasing, jokes, comments or questions

	Within 1 yr	>1 yr and <3 yrs ago	3-5 yrs ago	>5 yrs ago	Skip.
All (n=172)	15	23	22	38	2
Women (n=109)	16	26	20	37	2
Men (n=39)	13	15	23	46	3

h. Unwelcome communications of a sexual nature (e.g., emails, phone calls, notes, text messages, social media)

	Within 1 yr	>1 yr and <3 yrs ago	3-5 yrs ago	>5 yrs ago	Skip.
All (n=25)	16	28	16	28	12
Women (n=16)	25	31	13	25	6
Men (n=4)	0	25	25	25	25

i. Unwelcome invasion of personal space that you experienced as sexual in nature (e.g., touching, crowding, leaning over)

	Within 1 yr	>1 yr and <3 yrs ago	3-5 yrs ago	>5 yrs ago	Skip.
All(n=133)	19	26	17	35	4
Women (n=103)	18	26	15	38	3
Men (n=13)	15	23	38	15	8

j. Pressure for dates

	Within 1 yr	>1 yr and <3 yrs ago	3-5 yrs ago	>5 yrs ago	Skip.
All (n=34)	12	18	18	44	9
Women (n=24)	13	17	21	46	4
Men (n=3)	0	0	0	67	33

k. Stalking (e.g., unwanted physical or electronic intrusion into your personal life)

	Within 1 yr	>1 yr and <3 yrs ago	3-5 yrs ago	>5 yrs ago	Skip.
All (n=22)	5	18	23	41	14
Women (n=15)	7	27	20	40	7
Men (n=3)	0	0	33	33	33

l. Pressure for sexual favors

	Within 1 yr	>1 yr and <3 yrs ago	3-5 yrs ago	>5 yrs ago	Skip.
All (n=15)	0	0	27	60	13
Women (n=9)	0	0	33	67	0
Men (n=2)	0	0	0	50	50

m. Someone offering preferential treatment in exchange for sexual favors

	Within 1 yr	>1 yr and <3 yrs ago	3-5 yrs ago	>5 yrs ago	Skip.
All (n=8)	0	0	25	50	25
Women (n=2)	0	0	50	50	0
Men (n=2)	0	0	0	50	50

n. Rape or sexual assault or attempted rape or sexual assault

	Within 1 yr	>1 yr and <3 yrs ago	3-5 yrs ago	>5 yrs ago	Skip.
All (n=7)	0	14	0	57	29
Women (n=3)	0	33	0	67	0

Men (n=1)	0	0	0	0	100
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o. Other

	Within 1 yr	>1 yr and <3 yrs ago	3-5 yrs ago	>5 yrs ago	Skip.
All (n=21)	19	10	19	43	10
Women (n=12)	8	8	25	58	0
Men (n=5)	40	0	0	20	40

15. (IF WITNESSED Q9 OR EXPERIENCED ANY Q12) For the next few questions, please think of the incident that was most disturbing to you. Was the person who took this action:

	Junior to you professionally or academically	At your professional or academic level	Senior to you professionally or academically	Skipped
All	5	29	62	4
Women	3	24	70	3
Men	13	41	42	4

16. (IF WITNESSED Q9 OR EXPERIENCED ANY Q12) Was the person who took this action:

	Someone you knew before the ASA meeting	Someone you first met at the ASA meeting	Skipped
All	41	55	4
Women	36	62	2
Men	60	36	4

17. (IF WITNESSED Q9 OR EXPERIENCED ANY Q12) Did this occur:

	All	Women	Men
At the JSM	63	64	62
At another national meeting sponsored or co-sponsored by the ASA	15	15	17
At an ASA chapter or section meeting	8	9	8
At some other ASA sponsored event	8	8	9
In some other context	4	3	2
Skipped	2	1	2

18. (IF WITNESSED Q9 OR EXPERIENCED ANY Q12) Did this occur in a (public place) or in a (private encounter)?

	Public place	Private encounter	Skipped
All	87	10	2
Women	89	9	1
Men	85	12	2

19. (IF WITNESSED Q9 OR EXPERIENCED ANY Q12) Did you mention this incident to friends or colleagues?

	Yes	No	Skipped
All	33	65	2
Women	37	62	1

Men 26 72 2

20. (IF WITNESSED Q9 OR EXPERIENCED ANY Q12) Did you report this incident to any of the following?

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	Yes	No	Skipped
a. The person's friends or colleagues			
All	7	91	2
Women	7	92	1
Men	11	87	2
b. The person's work or academic supervisors			
All	1	97	2
Women	1	98	1
Men	2	95	2
c. The ASA			
All	1	97	2
Women	1	98	1
Men	0	97	3
d. The police or prosecutors			
All	0	98	2
Women	0	99	1
Men	0	97	3
e. Other			
All	2	87	11
Women	2	89	9
Men	1	88	12

21. (IF WITNESSED Q9 OR EXPERIENCED ANY Q12) Think about how this experience affected you. How much harm did this incident cause to your well-being?

	----- Caused harm -----					
	NET	A great deal	Some	A little	None	Skipped
All	58	2	16	40	40	2
Women	65	2	19	45	34	1
Men	43	2	7	34	55	2

22. (IF WITNESSED Q9 OR EXPERIENCED ANY Q12) As far as you are aware, did this incident have any negative impact on your academic or professional career?

	----- Yes -----					
	NET	A great deal	Some	A little	None	Skipped
All	18	1	5	11	81	2
Women	22	2	6	14	77	1
Men	8	0	2	6	90	2

23. (IF WITNESSED Q9 OR EXPERIENCED ANY Q12) To the extent that you are comfortable doing so, please describe any personal feelings you have about this incident in your own words.

24. Do you believe the ASA does or does not have an adequate system in place to encourage reporting of inappropriate sexually oriented or gender-based behavior at ASA events?

	ASA does have an adequate system in place	ASA does not have an adequate system in place	Don't know what's in place	Skip.
All	7	4	88	*
Women	6	6	88	*

Men 8 3 89 *

25. As far as you are aware, do you feel that the ASA Meeting Conduct Policy adequately addresses the issue of sexual misconduct at ASA events?

	Yes	No	Don't know
All	27	5	68
Women	24	6	69
Men	30	3	67

26. Please provide any suggestions or comments you may wish to contribute as the ASA develops policies on the subject of sexual harassment at ASA events.

27. Apart from any ASA event, have you ever been the target of sexual harassment in a workplace, graduate program or other career-related venue or meeting?

	Yes, experienced sexual harassment	Not sure, experienced inappropriate behavior that may or may not have been sexual harassment	No, did not experience sexual harassment	Skipped
All	15	15	69	1
Women	31	27	42	*
Men	5	8	86	*

28. Apart from any ASA event, and regardless of whether or not you feel it constituted sexual harassment, have any of the following behaviors ever been directed at you at a workplace, graduate program or other career-related venue or meeting?

a. Disrespect or condescension that you experienced as based on your sex/gender

	Yes	No	Skipped
All	29	69	1
Women	64	35	1
Men	8	92	*

b. Use of derogatory or unprofessional terms related to your sex/gender

	Yes	No	Skipped
All	20	79	1
Women	41	59	1
Men	7	93	1

c. Different treatment based on sex/gender (e.g., quality or nature of assignments)

	Yes	No	Skipped
All	30	69	2
Women	56	44	1
Men	13	86	1

d. The presence of sexually oriented material in any format (e.g., photos, videos, written material) in an inappropriate context

	Yes	No	Skipped
All	11	88	2
Women	15	84	1

Men	8	91	1
-----	---	----	---

e. Unwelcome sexually suggestive looks or gestures

	Yes	No	Skipped
All	16	82	2
Women	32	67	1
Men	7	93	1

f. Unwelcome sexual teasing, jokes, comments or questions

	Yes	No	Skipped
All	23	76	2
Women	40	59	1
Men	12	87	1

g. Unwelcome communications of a sexual nature (e.g., emails, phone calls, notes, text messages, social media)

	Yes	No	Skipped
All	8	90	2
Women	14	85	1
Men	4	95	1

h. Unwelcome invasion of personal space that you experienced as sexual in nature (e.g., touching, crowding, leaning over)

	Yes	No	Skipped
All	18	80	2
Women	34	65	1
Men	8	91	1

i. Pressure for dates

	Yes	No	Skipped
All	7	91	2
Women	15	85	1
Men	2	97	1

j. Stalking (e.g., unwanted physical or electronic intrusion into your personal life)

	Yes	No	Skipped
All	5	93	2
Women	10	89	1
Men	3	97	1

k. Pressure for sexual favors

	Yes	No	Skipped
All	4	95	2
Women	7	92	1
Men	1	98	1

l. Someone offering preferential treatment in exchange for sexual favors

	Yes	No	Skipped
All	3	96	2
Women	5	94	1
Men	1	98	*

m. Rape or sexual assault or attempted rape or sexual assault

	Yes	No	Skipped
All	2	97	2
Women	4	95	1
Men	*	99	*

n. Other

	Yes	No	Skipped
All	1	84	15
Women	2	83	15
Men	1	86	13

29. What is your ASA membership category?

	All	Women	Men
Regular	61	60	61
Senior	11	6	15
Student	13	17	11
Early career	7	10	5
K-12 teacher	1	2	1
Two-year college educator	1	1	1
Developing country	1	1	1
Family	*	1	*
Life	4	2	5
Skipped	*	*	*

30. What is your primary employment sector or status?

	All	Women	Men
Academia/education	43	45	42
Business/industry	21	19	22
Independent/consulting	5	4	6
Government	9	10	9
Nonprofit	5	6	4
Student	8	10	6
Retired	8	5	11
Not employed	1	1	*
Skipped	*	*	*

31. Are you a member of an ASA chapter?

	Yes, more than one	Yes, one	No, not a chapter member	Skipped
All	16	49	35	*
Women	17	51	32	*
Men	16	47	37	*

32. Are you a member of an ASA section or interest group?

	Yes, more than one	Yes, one	No, not a section or interest group member	Skipped
All	49	22	28	1
Women	49	22	29	*
Men	49	22	29	*

33. Have you ever attended any of the following ASA meetings?

10/28/18 - Summary table

	----- Yes, attended -----					No	Skip.
	NET	Once	2-5 times	6-10 times	>10 times		
a. CSP (Conference on Statistical Practice)							
All	12	7	5	*	*	87	1
Women	14	9	4	*	*	85	*
Men	11	6	5	*	*	89	*
b. Symposium on Data Science and Statistics							
All	6	6	NA	NA	NA	88	6
Women	5	5	NA	NA	NA	91	4
Men	6	6	NA	NA	NA	88	6
c. JSM (Joint Statistical Meetings)							
All	74	13	27	14	20	25	1
Women	73	15	27	15	17	27	*
Men	75	11	28	13	22	25	*
d. WSDS (Women in Statistics and Data Science Conference)							
All	8	5	2	*	*	91	1
Women	19	14	5	*	*	81	1
Men	1	*	*	*	*	98	1
e. Chapter meetings							
All	51	9	20	9	13	48	1
Women	49	10	20	8	11	51	*
Men	52	9	19	9	15	48	*
f. The Biopharm Workshop							
All	11	3	5	2	1	88	1
Women	10	4	4	1	1	89	*
Men	11	3	5	2	1	89	*
g. Other workshops							
All	33	8	18	4	3	64	3
Women	33	10	17	3	3	65	2
Men	33	7	19	4	2	65	2

Appendix F: Research Review on Work-Related Sexual Misconduct

July 2018

Prepared for the American Statistical Association

Sexual misconduct is a common phenomenon with a host of negative consequences (e.g., AP-NORC, 2017; Langer, 2017; Willness, Steel, & Lee, 2007). It crosses party lines, age groups and racial divisions. While it can happen to individuals of any gender (e.g., Langer, 1992; Quinnipiac University, 2017), women are more apt than men to be targets of such behavior (e.g., Edison Research, 2018). As such, some research has focused solely on women’s experiences – although there are insights to be learned from men, as well.

Specifically in the workplace, most Americans perceive sexual harassment of women as a problem – 83 percent in a national poll in January 2018, with 72 percent calling it a “serious” problem (Filer, 2018). Similarly, in a survey using the term sexual misconduct rather than harassment, and not specifying women as subjects, 88 percent called it an extremely, very or somewhat serious problem (AP-NORC, 2017).

Eighty-five percent think men committing sexual harassment or assault with impunity is a problem; 80 percent say the same about women being disbelieved when they report harassment or assault. At the same time, 76 percent also say that women falsely claiming they have experienced sexual harassment or assault is a problem, though they were less likely to call this a major problem, by 19 and 15 percentage points, respectively (Graf, 2018).

Mixed opinions also are evident in asking about the effects of recent attention on the issue: Twenty-nine percent say attention hasn’t gone far enough, while 32 percent say it’s gone too far and 34 percent say it’s been about right (Filer, 2018).

These sentiments were echoed in feedback the American Political Science Association received when fielding a survey of its members. While some members praised APSA for its efforts, others expressed concerns or outright disagreement (Sapiro & Campbell, n.d.).

This report summarizes measurements and findings on sexual and gender misconduct in order to inform the design of the 2018 ASA membership study on the issue. Given the extent of material available, our review is intended to be illustrative, rather than encyclopedic.

Prevalence

Given both definitional issues and measurement differences, the U.S. Equal Employment Opportunity Commission’s Select Task Force on the Study of Harassment in the Workplace gave the percentage of women who report having experienced sexual harassment in the workplace as anywhere from 25% to 85% (Feldblum & Lipnic, 2016, p. 8). However, the larger estimates are based on non-representative convenience samples.

Media- or foundation-sponsored probability-based public opinion research, the most plentiful source of data on the topic, has been produced mainly in association with news events, e.g., the Anita Hill/Clarence Thomas controversy in 1991, Sen. Robert Packwood in 1992, the Clinton/Lewinsky scandal in 1998, Herman Cain's presidential candidacy in 2011 and the current #MeToo movement.

In an ABC News poll last October, three in 10 women reported experiencing unwanted sexual advances from a man who worked for the same company as them (Langer, 2017). Similarly, one-third of women in a December poll (Page & Hafner, 2017) and 27 percent in a February poll (Edison Research, 2018) said they'd experienced sexual harassment in the workplace.

Men also can be the targets of sexual harassment – 14 percent say they've been sexually harassed at work (Edison Research, 2018). Similarly, in another survey, 11 percent of employed men paid on an hourly basis reported being the victim of sexual harassment (Gallup News Service, 2017).

Combined, 22 percent of all adults (35 percent of women and 9 percent of men) said they personally experienced sexual harassment or abuse from someone in the workplace (NPR/PBS News Hour/Marist Poll, 2017). Twenty-one percent said they'd been a "victim of sexual misconduct at work" (AP-NORC, 2017), indicating consistency in measurement despite substantial differences in question wording.

These workplace experiences often involve a power dynamic. About one in four women said they received unwanted sexual advances from a man who had influence over their work situation (Langer, 2017).

Beyond experiencing it, 30 percent of adults said they personally have witnessed sexual misconduct at work. Sixty-five percent said they think sexual misconduct occurs at all or almost all workplaces. And while self-reporting of undesirable behavior may be suspect, 26 percent of men said they themselves may have said or done something, "even inadvertently," that a woman they worked with may have considered to be sexual misconduct (AP-NORC, 2017). Similarly, in a 2017 poll of men who work full time, about one in four admitted to gender harassment, while one in 10 said they'd given someone unwanted sexual attention. Two percent said they'd used sexual coercion (Patel, Griggs, & Miller, 2017).

We note that these and other surveys left the definition of sexual harassment or misconduct up to the respondent, and focused on sexual rather than gender misconduct, which is gender-based but not overtly sexual in nature.

Within Organizations

Other studies, conducted among particular populations, have used more detailed assessments of problematic behaviors rather than asking about harassment or misconduct in general. These add considerable insight on the extent and types of misconduct that individuals may face.

The most common unwanted behaviors in a survey of federal employees were sexual teasing, jokes, remarks, and questions – 37 percent of women reported experiencing these at least once in the past 24 months, as did 14 percent of men. Three in 10 women and one in 10 men also experienced sexual looks and gestures. About a quarter of women and 8 percent of men reported deliberate touching, leaning and cornering (U.S. Merit Systems Protection Board, 1995).

Notably, moreover, the MSPB found sharp increases in the proportion of respondents who classified such behaviors as sexual harassment. For example, the share of women classifying coworkers' uninvited sexual remarks as sexual harassment rose from 54 percent in 1980 to 77 percent in 1994. While men generally were less apt to see various behaviors as harassing, again these perceptions increased. The share of men seeing uninvited sexual remarks as harassment rose from 42 to 64 percent; seeing pressure for sexual favors as harassment rose from 65 to 93 percent. (MSPB, 1995).

Overall, among the federal employees surveyed in 1994, 44 percent of women and 19 percent of men said they'd experienced at least one instance of sexual harassment in the two years leading up to the study (MSPB, 1995). However, when federal employees again were surveyed in 2016, just 18 percent of women and 6 percent of men reported an instance of sexual harassment in the previous two years (MSPB, 2017). It's unclear whether inconsistencies in measurement, changes in workplace behaviors or other factors were the cause. (The 2017 "first-look" report notes, "Since then [1995], Federal directives, laws, and court decisions have further clarified and reinforced what is – and is not – appropriate behavior in the workplace. Accordingly, some long-time Federal employees may believe that every employee's work environment has become more professional.")

A study of women working in Chicago-area hotels explored further cases of inappropriate behaviors. At least one in 10 and as many as nearly half reported having faced a guest who was naked when they answered the door, exposed themselves or "flashed" them; been leaned over or cornered by a guest; been pressured for a date or sexual favors; received an unwelcome sexual comment, joke or question; or received unwanted sexually suggestive looks or gestures (UNITE HERE Local 1, 2016).

Most relevant to the current project, in spring 2017, APSA surveyed its membership to assess "the extent and nature of perceived harassment experience" at APSA annual meetings from 2013 through 2016. APSA asked about three types of experiences: "feeling put down or experiencing condescension," "inappropriate language or looks" and "inappropriate sexual advances or touching" (Sapiro & Campbell, n.d.).

APSA members who are women were more likely to report experiencing all three negative behaviors. Forty-two percent said they'd felt put down (compared with 22 percent of men), 30 percent experienced inappropriate language or looks (compared with 10 percent of men) and 11 percent reported inappropriate sexual advances (vs. 3 percent of men) (Sapiro & Campbell, n.d.).

APSA did not find differences by race/ethnicity or graduate students/post-doctoral students vs. senior faculty; however, less-senior members and untenured faculty were more likely to report negative experiences than more-senior members and tenured faculty (Sapiro & Campbell, n.d.).

Measurement

Various scales were developed in the past several decades to examine sexual harassment or misconduct. Though we don't recommend using any of these without modifications, they provide a good foundation from which to construct improved measures.

The EEOC cites the Sexual Experiences Questionnaire, developed by Fitzgerald and colleagues (1988) as “the most widely used survey of harassment of women at work” (Feldblum & Lipnic, 2016, p. 9). Yet others criticize it, going so far as to argue that, “It does not seem to measure anyone’s definition of sexual harassment, including that of its own developers” (Gutek, Murphy, & Douma, 2004). Additionally, Gutek and colleagues (2004) note concerns about the scale’s psychometric properties and its ability to measure changes over time.

In its conception, the SEQ arose out of five areas of interest that became subscales: gender harassment, seductive behavior, sexual bribery, sexual coercion, and sexual assault (Fitzgerald et al., 1988). Subsequent research narrowed the SEQ to focus on gender harassment, unwanted sexual attention, and sexual coercion (Fitzgerald, Gelfand & Drasgow, 1995). (The revised version was labeled the SEQ-W.)

The SEQ lists various behaviors; in the original, respondents were asked to circle the response option “most closely describing their own experiences:” never, once or more than once (Fitzgerald et al., 1988). Other studies modifying the SEQ have used a Likert scale, for example, “ranging from 0 (never), to 1 (once or twice), to 2 (sometimes), to 3 (often), to 4 (very often)” (Donovan & Drasgow, 1999).

As examples, the gender harassment subscale in the SEQ-W includes “told suggestive stories” and “made crude sexual remarks”; unwanted sexual attention includes “attempts to establish a sexual relationship” and “touching in a way that made you feel uncomfortable”; and sexual coercion include “subtly bribed you” and “experienced consequences for refusing” (Fitzgerald et al., 1995). The full SEQ-W is listed at the end of this report.

The U.S. Department of Defense also adapted the SEQ; items are listed in at the end of this report. This instrument was tested for use among women and men – the authors found that four items would need to be removed from the scale in order to provide equivalent measurement. Those four are: “Treated you ‘differently’ because of your sex,” “Made offensive sexual remarks,” “Put you down or was condescending to you because of your sex,” and “Stared, leered, or ogled you in a way that made you feel uncomfortable” (Donovan & Drasgow, 1999).

The Defense Manpower Data Center developed a scale – the DoD Sexual Harassment Core Measure, also at the end of this report – that asks about 19 behaviors, several of which are considered gender harassment. Twelve refer to instances of crude/offensive behaviors, unwanted

sexual advances and sexual coercion – as the authors note, “consistent with what our legal system has defined as sexual harassment (i.e., behaviors that could lead to a hostile work environment and others that represent *quid pro quo* harassment)” (Lipari & Lancaster, 2003, p. 7).

Others have utilized a mixed-methods approach. In a recent report, the National Academies of Sciences, Engineering and Medicine (2018) paired the University of Texas System and Pennsylvania State University System climate surveys with semi-structured interviews. The ARC3 Campus Climate Survey contains a Sexual Harassment by Faculty/Staff module that was adapted from the SEQ-DoD. The 16-item questionnaire includes subscales measuring sexist hostility/sexist gender harassment, sexual hostility/crude gender harassment, unwanted sexual attention and sexual coercion.

APSA used open-ended questions to examine the types of negative experiences members had at annual meetings. They categorized results as follows:

1. “General disrespect, including being ignored or otherwise demeaned in ways that are not explicitly sexual
2. Referencing their gender, sexuality, or bodies in non-professional ways
3. Persistent or otherwise inappropriate romantic or sexual overtures
4. Discriminatory statements or attacks on one’s gender or sexuality
5. Harassing, demeaning, or discriminatory behavior based on categories other than gender; especially, race and prestige.” (Sapiro & Campbell, n.d.)

Also useful are the measures used in the MSPB studies:

1. Uninvited letters, telephone calls, or materials of a sexual nature
2. Uninvited and deliberate touching, leaning over, cornering, or pinching
3. Uninvited sexually suggestive looks or gestures
4. Uninvited pressure for sexual favors
5. Uninvited pressure for dates
6. Uninvited sexual teasing, jokes, remarks or questions (MSPB, 1995)

Specific to the current project, we note that ASA’s RFP says that for its purposes, “the term ‘sexual misconduct’ refers to sexual assault, dating and domestic violence, and sexual harassment, in alignment with the definitions used by the White House Office of Violence Against Women.” We have reviewed the website of the Department of Justice (not White House) Office on Violence Against Women and find that its areas of focus are limited to domestic violence, sexual assault, dating violence and stalking (<https://www.justice.gov/ovw/areas-focus>), all crimes. Each of these is defined, but we do not find a defined term for sexual harassment.

Consequences

Sexual harassment in work environments is critical to study given its many negative outcomes. Meta-analytic results indicate that workplace sexual harassment experiences are associated with

lowered job satisfaction and organizational commitment, as well as adverse effects on victims' health (Willness, Steel & Lee, 2007).

A staggering majority (95 percent) of women who've personally experienced unwanted sexual advances in the workplace say male harassers usually go unpunished. Seventy-seven percent of all women and 56 percent of men say the same (Langer, 2017).

Part of this relates to the frequency in which harassment goes unreported. Of women who said they'd received unwanted sexual advances in the workplace, fewer than half (42 percent) said they reported it to "someone in a supervisory position" (Langer, 2017). In another study, women by 2-1 said they hadn't reported unwanted sexual advances they received to "anyone in authority." Among those who had reported it, 43 percent said the accused harasser was held accountable (Page & Hafner, 2017).

Only a quarter of women who said they'd experienced sexual harassment in the workplace strongly agreed that they could report their experience to their employer without fear (Edison Research, 2018). Forty-four percent of men and women who experienced workplace sexual harassment disagreed that it was something they could report to their employer without fear. About half agreed that the experience caused them to change their job or position; 55 percent agreed that the experience hurt their overall career (Edison Research, 2018).

Agree-disagree questions are inherently unreliable, given acquiescence bias (the propensity to agree with a given statement in the absence of an alternative proposition) and the related heuristic of satisficing (the propensity to take the easiest cognitive path) (See, e.g., Saris et al., 2010). As such, these results likely are inflated. Still, they illustrate that sexual harassment has real consequences for the careers of those who experience it.

Moreover, qualitative research indicates that some women who experienced sexual harassment "immediately considered quitting their employment or training, and several could not get any work done in the aftermath of the incident," and that, "Over the longer term, it was common for women to become less trusting and more cautious in developing professional relationships and dealing with potential academic collaborators." (National Academies, 2018, p. 266-7).

These experiences negatively influence people emotionally. Considering how unwanted workplace-related sexual advances they experienced made them feel, 83 percent of women said they were angry about it, 64 percent felt intimidated, 52 percent said they were humiliated and 31 percent said they felt ashamed (Langer, 2017). In semi-structured interviews, "responses ranged from 'uncomfortable' to 'devastated,'" with respondents most commonly feeling "anger, frustration, fear, stress, and anxiety" (National Academies, 2018, p. 266).

Moving Forward

Increased recent attention on the issue of sexual harassment has led to an important question: Now what? The response is shaped in part by the fact that a majority (66 percent) thinks the issue mainly reflects widespread problems in society; 28 percent think they're mainly isolated

incidents of individual misconduct (Oliphant, 2017). This includes at least six in 10 men, women, Republicans and Democrats alike (Oliphant, 2017).

Six in 10 registered voters say they'd be more likely to vote for a candidate who "wants to enact stronger workplace protections such as harsher penalties for sexual harassment and assault in the workplace" vs. 7 percent who say they'd be more apt to vote for a candidate who doesn't want to enact such a policy, and 31 percent who say it doesn't make a difference to them (Kaiser Family Foundation, 2018).

However, given the range of public policy issues and the strong pull of partisan affinity, such preferences may not be adequate, in and of themselves, to actually inform voting decisions. And impetus for increased workplace protections may be limited, since, among employed adults, almost nine in ten (87 percent) feel their current workplace provides enough protection against sexual harassment and abuse (NPR/PBS NewsHour/Marist Poll, 2017).

Most also feel their current workplace takes reports of sexual harassment and abuse on the job very seriously (69 percent) or seriously (19 percent) (NPR/PBS NewsHour/Marist Poll, 2017). Still, far fewer, 49 percent, said that as part of their employment they had been required to take "any sort of guidance or training on best practices for dealing with colleagues of the opposite sex or what to do in cases of sexual misconduct" (AP-NORC, 2017). (Attitudes toward this guidance or training among those who received it were not measured.)

In October 2017, 59 percent of adults said people in the workplace aren't sensitive enough to the problem of sexual harassment, vs. 30 percent who said they're too sensitive. That was a reversal of attitudes from 1998, when 53 percent thought people were too sensitive to the issue and 37 percent who thought they weren't sensitive enough (Gallup News Service, 2017).

A majority (51 percent) thinks increased focus on the issue has made it harder for men to know how to interact with women in the workplace. Just 12 percent think it's made it easier for men, while 36 percent say it hasn't made much difference (Graf, 2018).

Just 28 percent think the current focus on sexual misconduct and assault will lead to more opportunities for women in the workplace. Two in ten think it will lead to fewer opportunities; half think it won't make much difference (Graf, 2018).

That said, the public by a 2-1 margin, 62-32 percent, thinks recent attention will create a lasting change in the way U.S. society deals with the sexual harassment of women (Filer, 2018).

In its report on sexual harassment of women in academic sciences, engineering and medicine, the National Academies (2018) included 15 recommendations for next steps:

1. Create diverse, inclusive, and respectful environments.
2. Address the most common form of sexual harassment: gender harassment.
3. Move beyond legal compliance to address culture and climate.
4. Improve transparency and accountability.

5. Diffuse the hierarchical and dependent relationship between trainees and faculty.
6. Provide support for the target.
7. Strive for strong and diverse leadership.
8. Measure progress.
9. Incentivize change.
10. Encourage involvement of professional societies and other organizations.
11. Initiate legislative action.
12. Address the failures to meaningfully enforce Title VII's prohibition on sex discrimination.
13. Increase federal agency action and collaboration.
14. Conduct necessary research.
15. Make the entire academic community responsible for reducing and preventing sexual harassment.

APSA asked its members, in open-ended format, “whether there is anything that can be done to make the meetings more inclusive and welcoming” (p. 20). (While its full questionnaire has not been publicly released, it doesn't appear that specific policy preferences were probed.) APSA's summary of open-ended responses included the following:

“Many respondents said that it is important to broadcast the APSA anti-harassment policy more widely. Many also called for clear means for reporting violators of the policy, and for investigation and enforcement, an issue tackled by an APSA special committee in 2017. Others were less sure there is a solution...”

“Some men and women wondered whether they could do more to alleviate the problem by intervening more as bystanders. Some said they weren't sure what they should do...”

“One respondent's suggestion for future action is ‘bystander education,’ a type of training that has become increasingly common on college campuses across the country to help people who might otherwise be unsure of whether they should do anything and if so, what they should do if they witness a case of harassment or discrimination.”

“A persistent theme in the open-ended responses concerned the negative impacts of the gender imbalance of participation in the meetings and on panels, and the importance of addressing that imbalance.”

Considerations

In developing a questionnaire for the current study, it will be important to identify our focus and terminology. One example, not always clearly specified in previous studies, is harassment vs. misconduct. We're cognizant that similar prevalence estimates have been found using a variety of question wordings. Nonetheless we hypothesize that, at least in some contexts, the term “harassment” may encourage underreporting of inappropriate and potentially damaging behavior that, in the respondent's mind, does not rise to the level of harassment, a term that implicitly raises administrative and legal issues. Language that specifies victimization also may be fraught.

Another example is sexual harassment, or misconduct, vs. both gender and sexually focused behaviors. Some do consider gender harassment (i.e., “verbal and nonverbal behaviors that convey hostility, objectification, exclusion, or second-class status about members of one gender”) a form of “sexually harassing behavior” (National Academies, 2018, p. 2). Yet this often is not often made explicit in studies of the subject.

To fully capture the issue, we recommend the broadest possible definitions, including misconduct as well as harassment, and gender-focused as well as sexual behaviors.

We plan to ask both men and women about their experiences. In addition to asking people if they’ve experienced harassment or misconduct, we might ask individuals if they’ve carried out such behaviors, even unwittingly.

APSA (2017) concentrated on behavior at its annual meetings. We understand the focus here to be broader; as such, we recommend asking about settings in which acts of sexual or gender harassment or misconduct took place (e.g., in the office/lab/classroom, at an ASA activity, in social settings immediately following such an event).

We also recommend exploring how members feel their experiences did or did not influence their work habits and careers, as well as personal impacts on health and/or wellbeing. Lastly, we recommend asking ASA members about their views on any association policies related to these issues that may be under consideration, and/or asking members to suggest policies, if any, that they would like to see in place.

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Academic Scales

Revised Sexual Experiences Questionnaire: SEQ-W (Fitzgerald et al., 1995):

- Gender harassment
 - ...told suggestive stories
 - ...made crude sexual remarks
 - ...made offensive remarks
 - ...displayed offensive materials
 - ...sexist comments
- Unwanted sexual attention
 - ...attempted to discuss sex
 - ...unwanted sexual attention
 - ...staring, leering at you
 - ...attempts to establish a sexual relationship
 - ...repeated requested for drinks, dinner, despite rejection
 - ...touching in a way that made you feel uncomfortable
 - ...attempts to stroke or fondle
- Sexual coercion
 - ...subtly bribed you
 - ...subtly threatened you
 - ...made it necessary to cooperate to be well treated
 - ...made you afraid of poor treatment if you didn't cooperate
 - ...experienced consequences for refusing

Sexual Experiences Questionnaire-Department of Defense (Donovan & Drasgow, 1999):

1. Repeatedly told sexual stories or jokes that were offensive to you?
2. Whistled, called, or hooted at you in a sexual way?
3. Made unwelcome attempts to draw you into a discussion of sexual matters?
4. Made crude and offensive sexual remarks, either publicly or to you privately?
5. Treated you "differently" because of your sex?
6. Made offensive remarks about your appearance, body, or sexual activities?
7. Made gestures or used body language of a sexual nature which embarrassed ... you?
8. Displayed, used, or distributed sexist or suggestive materials?
9. Made offensive sexist remarks?
10. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it?
11. Put you down or was condescending to you because of your sex?
12. Stared, leered, or ogled you in a way that made you feel uncomfortable?
13. Exposed themselves in a way that ... made you feel uncomfortable?
14. Continued to ask you for dates, drinks, dinner, etc., even though you said "No?"
15. Made you feel like you were being bribed with some sort of reward of special treatment to engage in sexual behavior?
16. Made you feel threatened with some sort of retaliation for not being sexually cooperative?

17. Touched you in a way that made you feel uncomfortable?
18. Made unwanted attempts to stroke, fondle, or kiss you?
19. Treated you badly for refusing to have sex?
20. Implied faster promotions or better treatment if you were sexually cooperative?
21. Made you afraid you would be treated poorly if you didn't cooperate sexually?
22. Offered to be sexually cooperative to you in exchange for a favor ... from you?
23. Attempted to have sex with you without your consent or against your will, but was unsuccessful?
24. Had sex with you without your consent or against your will?
25. Other sex-related behavior not listed above?
26. Do you consider ANY of the behaviors (in No. 1-25) to have been sexual harassment?

The DoD Sexual Harassment Core Measure (Lipari & Lancaster, 2003):

Response options include: Never, once or twice, sometimes, often, very often

Sexist behavior: b, d, g, i

Crude/offensive behavior: a, c, e, f

Unwanted sexual attention: h, j, m, n

Sexual coercion: k, l, o, p

Sexual assault: q, r

In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.

How often during the past 12 months have you been in situations involving

- Military Personnel
 - on- or off-duty
 - on- or off-installation or ship, and/or
- Civilian Employees and/or Contractors
 - In your workplace or on your installation/ship

where one or more of these individuals (of either gender) . . .

- a. Repeatedly told sexual stories or jokes that were offensive to you?
- b. Referred to people of your gender in insulting or offensive terms?
- c. Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)?
- d. Treated you "differently" because of your gender (for example, mistreated, slighted, or ignored you)?
- e. Made offensive remarks about your appearance, body, or sexual activities?
- f. Made gestures or used body language of a sexual nature that embarrassed or offended you?
- g. Made offensive sexist remarks (for example, suggesting that people of your gender are not suited for the kind of work you do)?
- h. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it?
- i. Put you down or was condescending to you because of your gender?

- j. Continued to ask you for dates, drinks, dinner, etc., even though you said “No”?
- k. Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior?
- l. Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review)?
- m. Touched you in a way that made you feel uncomfortable?
- n. Made unwanted attempts to stroke, fondle, or kiss you?
- o. Treated you badly for refusing to have sex?
- p. Implied faster promotions or better treatment if you were sexually cooperative?
- q. Attempted to have sex with you without your consent or against your will, but was not successful?
- r. Had sex with you without your consent or against your will?
- s. Other unwanted gender-related behavior? (*Unless you mark “Never,” please describe below.*)

Do you consider ANY of the behaviors (a through s) which YOU MARKED AS HAPPENING TO YOU in Question 55 to have been sexual harassment?

- None were sexual harassment
- Some were sexual harassment; some were not sexual harassment
- All were sexual harassment
- Does not apply—I marked “Never” to every item in Question 55