To: School of Medicine Faculty and Staff

From: Ann Brown, MD, MHS, Vice Dean for Faculty, School of Medicine  
Betsy Hames, Associate Dean and Chief Human Resources Officer, School of Medicine

Subject: Invitation to Bystander Training Workshops

We know from the literature that sexual harassment is a persistent and pervasive problem in academic medicine and science (Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine - National Academies 2018). Data from the recent survey of Duke faculty and staff reinforces the importance of addressing this issue locally.

Bystander training is a powerful method of combatting incidents of harassment. The School of Medicine is providing training for all those who are interested in developing this important skillset. This interactive workshop does not replace required online trainings.

We are pleased to extend the invitation for Bystander training to all School of Medicine faculty and staff. Seating is limited so we encourage you to register soon. This workshop is interactive and we are confident you will walk away from this training better equipped to address any harassment situations you may witness and/or encounter.

Registration: Registration for these sessions is required. These two sessions are the same, please only register for one.  
   Wednesday, July 24, 8:00-3:00pm, Great Hall of the Trent Semans Center, Register here  
   Tuesday, August 20, 8:00-3:00pm, Great Hall of the Trent Semans Center, Register here

This interactive session will empower you to:
- Learn how to effectively respond to reports of harassment, callous behavior or insensitive remarks
- Explore ways to have a restorative conversation with parties who have engaged in behaviors that have caused harm to others
- Model bystander interventions in your areas to create a culture where harassment and bias incidents are less likely to occur or re-occur
- Understand institutional resources to address harassment including the Office for Diversity and Inclusion, the Office for Institutional Equity, and others

About the Speaker: These sessions will be led by Ada Gregory, a known leader in equity, diversity and violence prevention. Ada brings hands-on experience designing and implementing training programs to address violence, harassment and other forms of equity concerns. Ada is the Associate Director for Duke University’s Kenan Institute for Ethics. She is the Student Ombudsperson for Duke University, and in this capacity, she serves as a confidential, neutral resource for undergraduate, graduate and professional students to informally address any problem or concern. Ada will be joined by institutional leaders from across the School of Medicine and the University.
Who should attend: All those affiliated with the SOM are encouraged to participate.

Questions? Contact School of Medicine Office for Faculty, facdev@duke.edu