

Awareness Workshop

Sexual harassment in archaeology,
academia & fieldwork

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WORKSHOP STRUCTURE

1. Defining sexual harassment
2. Why Archaeology/Academia/Fieldwork?
3. Surveys
4. What we can do
5. Re/sources
6. Presentation round

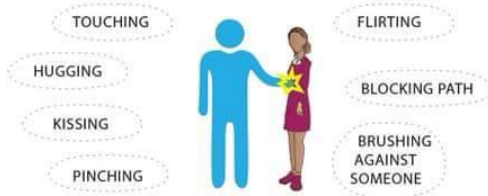
In this session we will talk about different forms of harassment, especially in the context of academia and archaeology, and ways to oppose it.

We want to **raise awareness** and build **solidarity** in this safe space.

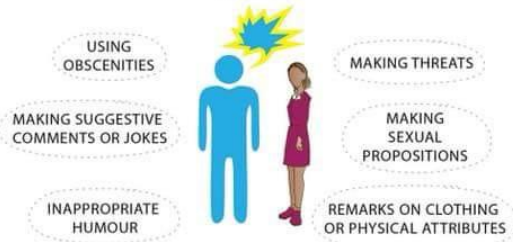
Disclaimer: I cannot offer specialised psychological or legal support as I am not trained for this. If a topic makes you feel unwell, please let me know.

What is a **safe space**? A space where we all respect each other and can share our sometimes difficult experiences without being judged.

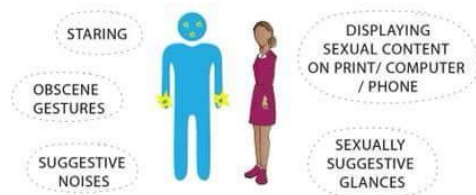
SEXUAL HARASSMENT PHYSICAL



SEXUAL HARASSMENT VERBAL



SEXUAL HARASSMENT NON-VERBAL



1. DEFINING SEXUAL HARASSMENT

Sexual violence includes harassment, assault, abuse, and rape, amongst others. cf. *RapeCrisisUK*

Sexual harassment (SH) can also take **many different forms**.

It can happen **once** - being called something uncomfortable on the street - or **repeatedly** - e.g. when a colleague is inappropriate.

The **definition** of SH might vary according to the country.

WORKING TOWARDS COMMON, INTERNATIONAL DEFINITIONS:

> *how do we personally define sexual harassment?*

> *how do our respective countries define SH?*

> *how is sexual violence and harassment called in different languages?*

IF SOMEONE HARASSES YOU: IT IS NOT YOUR FAULT!



2. Why Archaeology/Academia/Fieldwork?

> what is specific about SH and

Academia:

Archaeology:

Fieldwork:

> common misconceptions/reactions:

"it's normal"

"it doesn't happen *here*, only in
other places"

"it doesn't happen anymore"

"where were you?"

"what did you do?"

and the bestseller:

"what were you wearing?"



ON SITE

FIELDWORK

OFF-SITE



LAB

CLASSROOM

UNIVERSITY /
WORKPLACE

Where does SH happen?

3. Surveying surveys: statistics & factors

Female archaeologists are more likely than male archaeologists to be harassed. Voss's analysis shows that somewhere between 34 to 75 percent of women archeologists have experienced harassment at least once in their careers. But men are not immune to abuse, either: about 15 to 46 percent of male archaeologists said they experienced harassment. Between 5 to 8 percent of male archaeologists and 15 to 26 percent of women archaeologists reported unwanted sexual contact, including sexual assault – a rate Voss calls “staggering.”

Reporting harassment at much higher rates are archaeologists of color, ethnic minority archaeologists, nonbinary archaeologists, LGBTQIA+ archaeologists and archaeologists with disabilities, Voss found.

<https://news.stanford.edu/2021/03/30/harassment-archaeology-occurring-epidemic-rates/>
by Melissa de Witte, crediting Barbara Woss

Voss, B. L. 2021. "Documenting Cultures of Harassment in Archaeology: A Review and Analysis of Quantitative and Qualitative Research Studies." *American Antiquity* 86(2). [page 8]

The SAFE13 survey was distributed to researchers in multiple field-based disciplines and organized around three core questions:

- (1) Did respondents experience harassment and assault at field sites?
- (2) If so, who were the targets and perpetrators?
- (3) Do field sites have codes of conduct and effective reporting mechanisms?

Survey respondents were recruited through a combination of social media, professional membership lists, snowball sampling, and chain referral. Of the 666 survey respondents, 23.9% were archaeologists; 72.4% reported knowledge of harassment and assault at field sites, with 70% of women respondents and 40% of men respondents reporting that they had personally experienced harassment; and 26% of women and 6% of men reported sexual assault during field research (Clancy et al. 2014:2–5). Additionally, SAFE13 respondents reported that harassment was predominantly perpetrated by other members of the research team rather than by strangers or locals. Women respondents most commonly reported being targeted by superiors (vertical harassment), whereas men respondents commonly reported being targeted by peers (horizontal harassment).

Risk factors for the occurrence of sexual misconduct during archaeological and anthropological fieldwork

Danielle J. Bradford¹  | Enrico R. Crema² 

The quantitative data presented here suggest a correlation between the occurrence of sexual misconduct during fieldwork and both the length of the fieldwork and the policies and protocols regarding sexual misconduct that were in place at the fieldwork site. This relationship is

We suggest that fieldwork is a low-risk environment for perpetrators in two main respects: (1) it is an environment in which often working, socializing, and living all occur simultaneously and are shared with other colleagues, and thus perpetrators may view it as a context in which professional boundaries are blurred and the risk of consequences are low; and (2) the very policies and protocols needed to address this are not consistently implemented and communicated across all fieldsites, and reports are often perceived as being mishandled or dismissed.

AGE:

Archaeology And
Gender in Europe



<https://www.archaeology-gender-europe.org/>

**HARASSMENT
ASSAULT
BULLYING
AND
INTIMIDATION
IN ARCHAEOLOGY**

A EUROPEAN-WIDE SURVEY

**FOR SURVIVORS
WITNESSES
NON-VICTIMS
AND PERPETRATORS**

27.01 - 28.02.2021
Fill in the questionnaire!

Paye Ta Truelle:

French collective
for equality &
diversity

<https://payetatruelle.wixsite.com/projet>

In 2021, AGE and the 'Paye ta Truelle' project are extending the 2020 pilot survey to the entire Europe. The survey addresses offensive behaviours that include sexual harassment and assault; gender, racial, religious, personal, sexual orientation-based, age-based and disability-based harassment; psychological and power harassment; physical harassment and assault; online harassment; retaliation; as well as bullying and intimidation. It assesses whether the professionals and students of archaeology in Europe 1/ are aware of the existence of harassment, assault, bullying and intimidation in their work, research and study environments; 2/ have been the subjects of such acts and if yes, 3/ in which ways did these affect them on a personal and professional level, 4/ whether they reported them and 5/ if any measures were taken.

This questionnaire can be filled in by survivors and witnesses of the above-mentioned misconducts, archaeologists who have not been subjected to them in any way, as well as by perpetrators.

https://docs.google.com/forms/d/e/1FAIpQLSce2J2IsFbyWbmfRgII93kaRrBz0lY-5gDuFbzLax3q8PPGGg/viewform?fbclid=IwAR3_fXpejpbLVat6oJXvZlj7QiJpQKPwyH2i6OQBecNU4BREtpXlnwEcol

RÉCAPITULATIF des actions du collectif PAYE TA TRUELLE

2021

14
CONFÉRENCES

[FR/EN]

en présentiel & en ligne.



NOTAMMENT

à l'université de Strasbourg,
à l'université de Lyon 2,
à l'université de Stanford,
au congrès de l'European Association of Archaeologists,
au colloque annuel de la Chartered Institute for Archaeologists,
au congrès préhistorique de France...



1 COURS

donné à l'université de Liège.

LA CHARTE CHANTIER-ÉTHIQUE

a été adoptée par



15 CHANTIERS DE FOUILLES

situés en France & en Italie.

En partenariat avec l'association
ARCHÉO-ÉTHIQUE



3 ARTICLES [FR]

dans une revue
à comité de lecture.



1 ARTICLE [EN]

sur le blog de la
*National Sexual Violence
Resource Center.*



1 PODCAST [FR]

réalisé dans le cadre
d'un colloque.



INAUGURATION
EN 2019

DEPUIS, L'EXPOSITION A ÉTÉ PRÉSENTÉE EN

BELGIQUE

(Héliécine, Ramioul, Spy, Wéris et Comblain-au-pond).

FRANCE

(Strasbourg, Seine-S'-Denis, Avignon, Lyon, établissements Hadès Archéologie).

SUISSE

(Lausanne).

ÉTATS-UNIS

(Stanford).



ELLE A ÉTÉ TRADUITE EN
3 LANGUES

français, anglais & néerlandais.

En partenariat
avec l'association
ARCHÉO-ÉTHIQUE



LE LANCEMENT DE LA

1ÈRE ENQUÊTE
EUROPÉENNE

sur le harcèlement
& les agressions
en archéologie
[EN/FR].



En partenariat avec AGE-EAA



6 ARTICLES

dans la presse.

8 PARTICIPATIONS

à des émissions de radio
ou des podcasts.



1 PASSAGE
TÉLÉVISÉ

sur TV5 Monde.



"PAYE TA TRUELLE" COLLECTIVE

> French reaction to #MeToo

> initiated European-wide
survey on harassment &
aggressions in archaeo.

> ethical charter

> conferences

> exhibitions

... maybe one day a Steppe
Sisters version?



©Archeo-sexisme



Lorsque des armes sont trouvées sur un site funéraire, on pense systématiquement qu'il s'agit de la tombe d'un homme. Illustratrice Mina Perrichon.

©LP

@ French-speaking universities and now also UCL (United Kingdom) !

4. What can we do?!

> report misconduct & actively support those reporting misconduct

... do not place responsibility on the victim!

> charters/codes of conduct

e.g. Archéo-Éthique

e.g. IoA

> fieldwork safety training

... should also include psychological safety

<http://fieldworkinitiative.org/wp-content/uploads/2020/06/FISST-training-outline.pdf>

FISST Training



**Fieldwork Initiative to
Stop Sexualized Trauma**

www.fieldworkinitiative.org

Making changes in the field

Because the problem is so systemic, changes need to be made at multiple levels, Voss emphasized.

Voss offers six interventions, backed by research in harassment prevention, which include:

1. **Listen to survivors and vulnerable members of the discipline;** they will know where the problems are and what can be done to prevent harassment.
2. **Define harassment as scientific misconduct,** on par with plagiarism and falsification of data.
3. **Establish a global independent harassment reporting hotline** with powers to investigate reports of harassment and resources to support survivors.
4. **Require codes of conduct,** which emphasize behavior not beliefs, with clear mechanisms of enforcement for all archaeology research and educational programs.
5. **Change organizational procedures** to reduce potential abuses of power by gatekeepers.
6. **Include training in interpersonal skills** as part of education and mentorship for archaeology and other team-based sciences.

5. Re/sources. Please share them!

<http://fieldworkinitiative.org/wp-content/uploads/2020/06/FISST-training-outline.pdf>

http://clasches.fr/wp-content/uploads/2022/08/Brochure-Web-english-2022_compressed.pdf

<https://www.sciencemediacentre.org/wp-content/uploads/2019/10/Advice-for-Researchers-Experiencing-Harrasment-2019.pdf>

<https://news.stanford.edu/2021/03/30/harassment-archaeology-occurring-epidemic-rates/>

Risk factors for the occurrence of sexual misconduct during archaeological and anthropological fieldwork by Danielle J. Bradford & Enrico R. Crema. 2022.

<https://anthrosource.onlinelibrary.wiley.com/doi/epdf/10.1111/aman.13763>

https://www.academia.edu/45653689/Voss_B_L_2021_Documenting_Cultures_of_Harassment_in_Archaeology_A_Review_and_Analysis_of_Quantitative_and_Qualitative_Research_Studies_American_Antiquity_86_2

<https://rapecrisis.org.uk/get-informed/about-sexual-violence/what-is-sexual-violence/>

What is Harassment, Bullying and Discrimination?

<https://serc.carleton.edu/advancegeo/resources/definitions.html>

<http://fieldworkinitiative.org/handbooks-reading-lists/>

6. DISCUSSION ROUND

> please introduce yourself - >
name, pronouns, occupation

> did you find this workshop
useful?

>

> would you like to
participate in a survey in
the future related to this
workshop?

> your suggestions &
feedback!