

September 10, 2019

Dear Rutgers School of Public Health,

We are an entity that does not tolerate ANY form of [harassment or discrimination](#) targeting any of the multiple intersectional identities people possess. Aligned with this commitment and our new [Strategic Plan](#), we focus our due diligence on creating a school rooted in cultural competence, humility, inclusivity, and diversity in every regard.

During the 2019 Spring Semester, 47% of the Rutgers School of Public Health student body completed a survey as part of a pilot of the Rutgers Biomedical Health Sciences (RBHS) Campus Climate Assessment. The assessment gathered information on experiences of sexual harassment, perception of the university and fellow students, awareness of resources, knowledge of what to do in cases of sexual misconduct and harassment, participation in educational activities, and attitudes about sexual harassment. Our school's results are in line with those of Rutgers University–New Brunswick and national averages. **Sexual misconduct is a major societal problem**, and it does make its way on campus. Rutgers is committed to preventing it and assisting members of our community who are victims and survivors of it.

We all have a role to play in helping those affected by sexual misconduct and in stopping it overall. We share these results with you in recognition that only through full transparency can the culture improve. I urge you to review the complete report and executive summary in great detail, noting areas where you must improve, speak up and out, and educate others.

Guided by the assessment's spring findings, we will:

1. Develop a culture of reporting at the school, regardless of the perpetrator of the incident
2. Increase awareness of the services and resources available
3. Educate bystanders on how they can intervene effectively

Rutgers is a leader among peer universities in our work against sexual violence, both in proactively researching the topic and offering support to students, and our commitment is expanding. At Rutgers, research-informed actions can make a positive difference and lasting impact on students.

Our experience shows the power of research to better understand societal problems and to develop evidence-based solutions that make a difference. These solutions can help our community be more aware, better informed, and empowered.

We are committed to working closely with the RBHS Office of Academic and Student Affairs, [RBHS Title IX Office](#), and [Office for Violence Prevention & Victim Assistance \(VPVA\)](#) to ensure that relevant [resources](#) are available for all of our students, faculty and staff. This issue is at the forefront of our school's initiatives and we will be repeating this survey next spring and for years to come, keeping this issue at the forefront of our school's initiatives.

If you have additional questions, please contact [Michael Vega](#), Director of Student Support Services.

We will continue to work tirelessly,



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