

## **An end to sexual harassment**

Your columns, and those of other journals, are recently flooded with sexual harassment allegations, usually of young female graduate students and post-docs by their supervisors (e.g. *Science* 2016;351:652-657). Such reports are very likely to continue, but very few measures have been proposed to prevent these incidents. One effective measure would be for every graduate school to establish a mandatory educational session for new graduate students and post-docs regarding sexual harassment. At our institution, no laboratory employee is allowed to work without WHMIS (workplace hazardous materials information system) safety training. Similarly, new lab employees should be required to attend a sexual and other harassment session, before engaging in their studies. Such session should be useful for two reasons. 1) Prospective victims will become knowledgeable on harassment (sexual or otherwise), as well as other forms of abuse, such as bullying. 2) Victims would know when and where to go to file a complaint and will be reassured of protection, support and privacy. On the other hand, prospective harassers will likely be discouraged to pursue their victims if they know that they will likely be reported to the appropriate authorities, thus paying heavily for their actions.

I believe that this simple and straightforward measure will greatly reduce, or eliminate, the menace of sexual and other harassment in academic institutions

Yours Sincerely,

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