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A director's role in mitigating harassment risk

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The sexual harassment allegations are coming so quickly these days—from all corners, all industries, the public and private sector—that it seems like hashtags or names are barely beginning to trend before they are replaced with the next offender. There is no indication that the flood of stories will end, and that means it can be hard to step back and try to look clearly at what happened instead of focusing on each new set of details. This column is not the place to focus on individual behavior, although I do hope that you are each asking yourselves that in your own contexts. Instead, let's look at the systems in place and ask: How do we address this? I'm not pretending to have the answers, but here are some of the questions I'm asking of the organizations I work with:

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