



RESPONDING TO AND PREVENTING HARASSMENT AT THE 2018 ASA ANNUAL MEETING

The ASA Working Group on Harassment reminds all members that attendance at conferences and meetings is a privilege, and individuals who harass other attendees abuse this privilege. Conferences and meetings are crucial for career advancement in sociology, and all members must be able to participate free from harassment. Harassment is an abuse of power and a serious form of professional misconduct, akin to research misconduct. Harassers not only abuse their targets, but they also abuse the privilege of being part of the Annual Meeting, the goodwill of the sociological community, and the trust of their colleagues. Even when sexual harassment is motivated, in part, by sexual or romantic interest, it is also always about the abuse of power and status.

ASA ANTI-HARASSMENT POLICY FOR THE ANNUAL MEETING

ASA has received notice from several sources that graduate students and faculty have experienced racial and sexual harassment at various conference venues. ASA reminds everyone: Our Annual Meeting is convened for the purposes of professional development and scholarly educational interchange in the spirit of free inquiry and free expression. Harassment of colleagues, students, or other conference participants undermines the principle of equity at the heart of these professional fora and is inconsistent with the principles of free inquiry and free expression. Consequently, harassment is considered by ASA to be a serious form of professional misconduct.

The following Anti-Harassment Policy outlines expectations for all those who attend or participate in ASA meetings. It reminds ASA meeting participants that all professional academic ethics and norms apply as standards of behavior and interaction at these meetings.

1. Purpose

ASA is committed to providing a safe and welcoming conference environment for all participants, free from harassment based on age, race, ethnicity, national origin, religion, language, sexual orientation, gender identity or gender expression, disability, health conditions, socioeconomic status, marital status, domestic status, or parental status (hereafter, simply harassment). "Participant" in this policy refers to anyone present at ASA

meetings, including staff, contractors, vendors, exhibitors, venue staff, ASA members, and all other attendees.

2. Expected Behavior

All participants at ASA meetings are expected to abide by this Anti-Harassment Policy in all meeting venues including ancillary events as well as official and unofficial social gatherings.

- Follow the norms of professional respect that are necessary to promote the conditions for free academic interchange.
- If you witness potential harm to a conference participant, be proactive in helping to mitigate or avoid that harm.
- Alert conference security personnel or law enforcement if you see a situation in which someone might be in imminent physical danger.

3. Unacceptable Behavior

Harassment of any participant is unethical behavior under the American Sociological Association Code of Ethics. Harassment consists of a single intense and severe act or of multiple persistent or pervasive acts which are demeaning, abusive, offensive, or create a hostile professional or workplace environment. Harassment may include sexual solicitation, physical advance, or verbal or non-verbal conduct that is sexual in nature; it may also include threatening, intimidating, or hostile acts; circulation of written or graphic material that denigrates or shows hostility toward an individual or group; epithets, slurs, or negative stereotyping based on group identity.

HOW TO REPORT

Attendees are encouraged to immediately report instances of harassment during the Annual Meeting to the ASA Executive Officer, Nancy Kidd, at nkidd@asanet.org, (646) 408-9063 or to the Director of Meeting Services, Michelle Randall, at mrandall@asanet.org.

What to expect:

- You will be listened to respectfully and compassionately by trained ASA staff.
- ASA has the right to take appropriate action, if this policy is violated.

- Trained ASA staff may investigate reports as they determine is reasonable and appropriate under each situation.
- Information will be kept confidential to the extent possible.
- ASA staff will take prompt and appropriate follow-up actions designed to stop harassment.
- Any sanctions that would extend beyond the time of the meeting itself will be sent to Committee on Professional Ethics (COPE) for formal review and investigation after the meeting.
- See also the ASA Code of Ethics:
http://www.asanet.org/sites/default/files/asa_code_of_ethics-june2018.pdf

EXTERNAL RESOURCES

- Call (215) 985-3333 to reach the 24/7 Philadelphia Rape Crisis Hotline.
- National Sexual Assault Telephone Hotline (1-800-656-4673) operated by RAINN (Rape, Abuse & Incest National Network): online.rainn.org and rainn.org/es
- Sociologists for Women in Society (SWS) Discrimination and Academic Justice Committee: <https://socwomen.org/about/discrimination-and-academic-justice-committee/>
- Sociologists for Trans Justice: <https://www.facebook.com/sociologistsfortransjustice/>
- SWS Faculty Under Attack Resources <https://socwomen.org/public-targeted-online-harassment/>
- AAUW's Know Your Rights: Workplace Sexual Harassment: <https://www.aauw.org/what-we-do/legal-resources/know-your-rights-at-work/workplace-sexual-harassment/>
- AAUP One Faculty One Resistance: <https://onefacultyoneresistance.org/>
- AAUP Legal Defense Fund: <http://www.aaupfoundation.org/special-funds/LDF>
- ADVANCEGeo Partnership: Empowering academic leaders to transform workplace climate <https://serc.carleton.edu/advancegeo/resources/index.html>
- APSA Sexual Harassment Resources: <https://www.apsanet.org/divresources/sexualharassment>
- National Sexual Violence Resource Center maintains a directory of victim/survivor support organizations, including services for immigrants, non-English speakers, people with disabilities, and LGBTQ individuals: <https://www.nsvrc.org/organizations>
- Prevention Innovations Research Center, University of New Hampshire: <http://cola.unh.edu/prevention-innovations-research-center>
- The Equal Employment Opportunity Commission: https://www.eeoc.gov/laws/types/sexual_harassment.cfm

SOURCES THAT MAY EXIST ON YOUR CAMPUS

- Campus Safety/Office of Public Safety
- Campus Violence Prevention Office
- Title IX Office/Coordinator
- Campus Counseling Center or Mental Health Services
- Employee Assistance Program (EAP)
- Equal Employment Opportunity Office (EEO)
- Human Resources Department
- Office of the Ombudsperson
- Office of the Dean of Students
- Peer Support Services

REPORTS

- Open Secrets and Missing Stairs: [...] Harassment at Scientific Meetings: <https://harassment.agu.org/files/2016/08/Open-Secrets-and-Missing-Stairs.pdf>
- National Academies Report 2018: Sexual Harassment of Women: <http://sites.nationalacademies.org/shstudy/index.htm>
- EEOC 2017 Report of the Task Force on the Study of Harassment at Work https://www.eeoc.gov/eeoc/task_force/harassment/task_force_report.cfm

This resource should not be regarded as advice or guidance on how to comply with the law. For such advice, we recommend consultation with attorneys in your jurisdiction. This document is informational only and is not a contract and does not create any legally enforceable protections or obligations on the part of ASA. It is not intended to, nor should it be used to support a cause of action, create a presumption of a breach of legal duty, or form a basis for civil liability.

The ASA Anti-Harassment Policy for the Annual Meeting is also available online, <http://www.asanet.org/annual-meeting-2018/registration>

This handout was compiled by Ethel Mickey (Wellesley College) and Kathrin Zippel (Northeastern University) for and with the ASA Working Group on Harassment.