

# **American Anthropological Association's Policy on Sexual Harassment and Sexual Assault**

## **Executive Summary**

Sexual harassment and sexual assault are forms of professional misconduct that impede us as individuals, and as a professional community, in fulfilling the mission of the American Anthropological Association (AAA). Sexual harassment is defined in U.S. federal guidelines as “unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.”<sup>1</sup> Importantly, the legal definition includes harassment that is sexist rather than sexual: it can “include offensive remarks about a person's sex,” with this form being “illegal when it is so frequent or severe that it creates a hostile or offensive work environment.” In fact, the majority of sexual harassment is its sexist rather than sexual form, and has been tied to negative work and health consequences for victims.

AAA's Sexual Harassment and Sexual Assault Policy sets out an expectation of responsible professional conduct. It exists in tandem with AAA's Principles of Professional Responsibility, which is intended to cover all professional behavior of AAA members, staff, volunteers, contractors, exhibitors, and sponsors. This Policy also applies to any non-member who participates in a AAA program or activity. AAA-sponsored programs and activities include, but are not limited to: meetings, publications, honors and recognition, and governance programs, and all appointed, elected, and volunteer positions.

This Policy applies to all settings where anthropologists conduct professional business. These settings include all regular workplace settings, but also the field settings in which many anthropologists train and work, the digital spaces associated with professional practice, and other settings associated with AAA-sponsored programs and activities (including, but not limited to: meetings, publications, honors and recognition, and governance programs, and all appointed, elected, and volunteer positions).

Importantly, this Policy also affirms AAA's commitment to provide additional education and to cultivate awareness on how to achieve cultural and institutional changes to address this issue. AAA affirms its desire to foster and support professional institutional settings that promote opportunities to learn, teach, conduct research, and communicate research with integrity, respect, fairness, trustworthiness, and transparency at all organizational levels and in all research and professional endeavors. This includes all professional interactions within the research community, in academic and professional institutions, and with members of the public. We recognize that in addition to research settings, professional anthropologists work in many different

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<sup>1</sup> See Equal Employment Opportunity Commission, [https://www.eeoc.gov/laws/types/sexual\\_harassment.cfm](https://www.eeoc.gov/laws/types/sexual_harassment.cfm); accessed 2 April 2018

sectors (e.g., public, private, non-profit) and in many roles, including research, evaluation, service and program delivery, strategy, policy, scientific or subject matter consulting, advocacy, leading teams or organizations, and administration.<sup>2</sup> While this Policy's primary audience is our own anthropological community, we encourage its application in other (e.g., interdisciplinary) settings where it may be useful.

AAA is not an adjudicating body; however, there are processes in place to support members in getting their grievances addressed when unwanted behaviors occur in the context of AAA-sponsored events and activities (e.g. conferences, editorial activities, governance events).

Effective October 1, 2018, the AAA Ombudspeople for Sexual Harassment and Sexual Assault will receive complaints of harassment in the context of AAA settings and activities. They will ascertain the view of the complainant to determine what outcome they want and, where appropriate, the Ombudspeople will refer the complainant to the police. They will also serve as a resource by, among other things, (i) educating the complainant on AAA's Policy on Sexual Harassment and Sexual Assault; and (ii) advising the complainant of publicly available anti-harassment resources. If the complainant wishes for the Ombudspeople to actively participate in resolving the complaint, and with the complainant's consent, the Ombudspeople will discuss the complaint with the alleged harasser and give them an opportunity to respond to the complaint. The Ombudspeople will also facilitate discussion between both parties to achieve an informal resolution that is acceptable to the complainant. The Ombudspeople will follow up after the outcome of the complaints process to determine whether the behavior has stopped; record the dates, times, and facts of the incident and the results of the resolution process; and communicate and coordinate with the Members Programmatic Advisory and Advocacy Committee (MPAAC), where appropriate and including consultation with the complainant, especially if there is clear evidence of a possible instance of sexual harassment and/or assault in a AAA-sponsored setting or activity.

For incidents that occur outside the context of AAA-sponsored settings and activities, AAA members should seek out appropriate authorities with which to file claims of sexual harassment and sexual assault. Typically, the line of formal complaint is through the perpetrator's home institution. AAA members should apprise themselves of the appropriate processes at their home institutions, as well as in the legal jurisdictions where fieldwork, meetings, and other business are conducted.

## Introduction

The mission of the American Anthropological Association (AAA) is to advance our collective understanding of the human condition through anthropological research, and to apply this understanding to solve human problems. AAA affirms its obligation and

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<sup>2</sup> We gratefully acknowledge National Association of Practicing Anthropologists (NAPA) for this wording on the expanded roles of anthropologists.

commitment to foster and support a professional environment in which to carry out our mission, recognizing that failure to meet this obligation and commitment harms our profession, our professional credibility, the well being of individuals, and the broader communities in which we live and work.

Sexual harassment and sexual assault are forms of professional misconduct that impede us as individuals, and as a professional community, in fulfilling this anthropological mission. Sexual harassment is defined in U.S. federal guidelines as “unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.”<sup>3</sup> Importantly, the legal definition includes harassment that is sexist rather than sexual: it can “include offensive remarks about a person's sex,” with this form being “illegal when it is so frequent or severe that it creates a hostile or offensive work environment.” In fact, the majority of sexual harassment is its sexist rather than sexual form, and has been tied to negative work and health consequences for victims.

Sexual assault includes actual or attempted physical attacks (*e.g.*, rape) and any type of sexual contact or behavior that occurs without the explicit consent of the recipient.<sup>4</sup>

Sexual harassment and sexual assault disproportionately target people subject to structural oppression: women; people of color; queer, trans, and gender non-conforming individuals; and disabled people, although anyone can be a victim.<sup>5</sup>

AAA’s Sexual Harassment and Sexual Assault Policy sets out an expectation of responsible professional conduct. It exists in tandem with AAA’s Principles of Professional Responsibility, which is intended to cover all professional behavior of AAA members, staff, volunteers, contractors, exhibitors, and sponsors. This Policy also applies to any non-member who participates in a AAA program or activity. AAA-sponsored programs and activities include, but are not limited to: meetings, publications, honors and recognition, and governance programs, and all appointed, elected, and volunteer positions.

This Policy addresses behaviors that are harassing and violent across the gender and sexuality spectrum. This Policy further addresses ongoing issues within our professional

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<sup>3</sup> See Equal Employment Opportunity Commission, [https://www.eeoc.gov/laws/types/sexual\\_harassment.cfm](https://www.eeoc.gov/laws/types/sexual_harassment.cfm); accessed 2 April 2018

<sup>4</sup> See, *e.g.*, Sexual Assault. Department of Justice. Updated April 2, 2015. <http://www.justice.gov/ovw/sexual-assault> The Department of Justice specifically defines “rape” as forced penetration of any body part of another person without that person’s consent. This definition of rape acknowledges the sex and gender of the perpetrator and victim is irrelevant, a victim is not required to physically resist, and a person may be unable to provide consent (*e.g.*, due to intoxication, psychological coercion, physical incapacitation, or other physical and mental incapacities).

<sup>5</sup> NSF National Staff Memorandum OD 17-07: Policy Statement on Equal Opportunity and the Prevention of Harassment. Accessed at: <https://www.nsf.gov/od/odi/docs/od1707.pdf>

community that may not rise to the level of legal actions, yet have a profound impact on our workplace and on individual lives and careers.<sup>6</sup>

Importantly, this Policy also affirms AAA's commitment to provide additional education and to cultivate awareness on how to achieve cultural and institutional changes to address this issue. AAA affirms its desire to foster and support professional institutional settings that promote opportunities to learn, teach, conduct research, and communicate research with integrity, respect, fairness, trustworthiness, and transparency at all organizational levels and in all research and professional endeavors. This includes all professional interactions within the research community, in academic and professional institutions, and with members of the public. We recognize that in addition to research settings, professional anthropologists work in many different sectors (e.g., public, private, non-profit) and in many roles, including research, evaluation, service and program delivery, strategy, policy, scientific or subject matter consulting, advocacy, leading teams or organizations, and administration.<sup>7</sup> While this Policy's primary audience is our own anthropological community, we encourage its application in other (e.g., interdisciplinary) settings where it may be useful.

A recent study documents that 64% of survey respondents reported having experienced sexual harassment and more than 20% reported having been the victim of sexual assault.<sup>8</sup> Experiences of sexual harassment and/or sexual assault can affect an individual's ability to complete their training or pursue their career goals. Anthropology is distinctive in that professional training and research often require many years of preparation, intensive collaboration, and research away from home institutional contexts. While sexual harassment and sexual assault can occur in our members' regular work or study setting, field settings are particularly potentially problematic spaces where sexual harassment or sexual assault may occur. As such, these spaces merit particular attention and protocols to mitigate potential abuse.

AAA supports proactive efforts to promote institutional change and shift cultural norms to prevent sexual harassment and sexual assault. Specific examples of how to do this include:

1. responding to everyday sexism, misogyny, transphobia, and homophobia in the workplace;

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<sup>6</sup> Some of the material in the Policy is adapted from similar statements produced by the American Geophysical Union (AGU) and the American Association of Physical Anthropologists (AAPA.)

<sup>7</sup> We gratefully acknowledge National Association of Practicing Anthropologists (NAPA) for this wording on the expanded roles of anthropologists.

<sup>8</sup> Clancy, K.B.H., Nelson, R.G., Rutherford, J.R., Hinde, K., "Survey of academic field experiences (SAFE): Trainees report harassment and assault", *PLOS One* 9(7):

<http://journals.plos.org/plosone/article?id=10.1371/journal.pone.0102>. Over 90% of female and 70% of male study participants were trainees or employees at the time that they were targeted. For the purposes of this survey, sexual harassment was defined as sexual remarks and comments about physical appearance and/or cognitive sex differences and sexual assault as unwanted physical contact of a sexual nature, including touching, physical threats, or rape.

2. building diverse and representative teams; putting historically marginalized people in positions of power; and
3. talking openly about sexual harassment and violence as a core aspect of methodological training (e.g. to one's students, mentees, colleagues, and team members)

This Policy on Sexual Harassment and Sexual Assault establishes guidelines for appropriate behavior for AAA members and issues a call for continuing awareness and education, as well as institutional and culture change. By obtaining AAA membership, registering to present or attend AAA meetings, members and participants commit to maintaining respectful and ethical relationships in accordance with this policy and the AAA Principles of Professional Responsibility. AAA reserves the right to remove an individual violating this Policy from the Annual Meeting without warning or refund, and prohibit attendance at future AAA meetings, programs, and/or activities.

## Where does the AAA Policy on Sexual Harassment and Sexual Assault apply?

This Policy applies to all settings where anthropologists conduct professional business. These settings include all regular workplace settings, but also the field settings in which many anthropologists train and work, the digital spaces associated with professional practice, and other settings associated with AAA-sponsored programs and activities (including, but not limited to: meetings, publications, honors and recognition, and governance programs, and all appointed, elected, and volunteer positions.)

In our varied workplace settings, we are often involved in collaborative endeavors that enable us to engage with a diverse range of professionals and colleagues at all stages of their careers. We encourage anthropologists in their professional practice to be aware of the rules surrounding appropriate behavior in each setting, as well as available resources in cases of abuse.

Fieldwork and/or field schools are central components of training, research, and practice in anthropology. Fieldwork-based research often removes us from our home environments, and requires us to engage with researchers, staff, other professionals, and community members from areas all around the world. They also require that work relationships are removed from their primary context and are often situated in spaces that may have different cultural or professional rules. Sexual harassment and sexual assault in cross-cultural, multi-institutional, geographically remote or closed-community contexts may be particularly complex, posing specific challenges to individuals, institutions and host communities. Due to their centrality in training and practice in our discipline, we view the field as a workplace environment and an extension of our working environments at home. As such, this Policy, the [AAA](#)

[Principles of Professional Responsibility](#), as well as all other institutional and professional rules regarding appropriate behavior apply in fieldwork contexts, as they do in our primary work or study settings.

Digital spaces may be subject to provisions of some or all of the applicable laws discussed above. When using social media professionally (including to communicate with colleagues or conduct public outreach), AAA members are expected to approach the interface as members would approach participation in professional meetings. The same approach is also expected of AAA members for digital communication with colleagues (including faculty, students, staff, and other professionals).

## Relevant Laws

AAA members are expected to conduct themselves in a manner consistent with [AAA's Principles of Professional Responsibility](#), which includes abiding by applicable civil and criminal laws prohibiting sexual harassment and sexual assault.

While it is beyond the scope of this Policy to review all relevant laws that may apply to AAA members, it is important to remember that in a particular circumstance multiple lines of redress may exist. In what follows, only U.S. laws are referenced. Please refer to comparable professional associations and institutions in other countries to seek additional resources for sexual harassment and sexual assault laws relevant outside of the United States.

## Relevant Laws for U.S. Workplaces<sup>9</sup>

Numerous civil and criminal laws enacted at the local, state, and federal level in the United States provide varying and overlapping rights and obligations regarding sexual harassment and sexual assault. These include, without limitation:

1. Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e et seq., which makes it unlawful for employers to make employment decisions (e.g., hiring, firing, promotion, and compensation) on the basis of sex or to limit, segregate, or classify employees or applicants on the basis of sex. It protects individuals (i.e., applicants and employees) from hostile environments (including sexual harassment) in employment.<sup>10</sup>

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<sup>9</sup> This summary of relevant laws forms part of the [AAPA Statement on Sexual Harassment and Sexual Assault](#) and appears here with permission.

<sup>10</sup> See <http://www.eeoc.gov/laws/statutes/titlevii.cfm>

2. Title IX of the Education Amendments of 1972, 20 U.S.C. §1681 et seq., specifically applies to education programs to protect individuals (e.g., visitors, volunteers, students, and faculty) from being excluded from participation, denied the benefits, or discriminated on the basis of sex.<sup>11</sup>
3. The Matthew Shepard and James Byrd, Jr., Hate Crimes Prevention Act, 18 U.S.C. §249, makes it a crime to willfully cause bodily injury to another person because of actual or perceived gender, sexual orientation, or gender identity.<sup>12</sup>
4. The Violence Against Women Act (VAWA) was reauthorized in 2014 with specific stipulations for issues concerning campus sexual violence (known as the SaVE Act provision).
5. Criminal offenses for statutory rape vary by state in terms of minimum age of the victim, minimum age of defendant, and age differential between them.<sup>13</sup>
6. Civil Protection Orders (CPOs) vary by state. The American Bar Association has prepared charts summarizing CPOs for sexual assault and stalking and harassment in the 50 states and District of Columbia.<sup>1415</sup>
7. Many states have or are in the process of adopting legislation specifically regarding sexual misconduct on campus.

Generally, U.S. federal statutes set a baseline of protections upon which state and local authorities may provide additional or stronger protections; thus, the law of one jurisdiction may demand a higher standard of conduct than the law of another. The specific conduct required or prohibited varies from place to place as do the proscriptions (i.e. the acts, types of actor, types of victim, or types of setting). For any given circumstance and time, multiple laws apply. State and local human relations commissions are important resources and can refer individuals to the appropriate authority to handle situations involving civil and criminal laws.<sup>16</sup> Laws in this area are constantly changing, as is the body of case law for interpretation of existing governance. Thus, it is incumbent upon all of us to take advantage of training opportunities through our own institutions and workplaces to remain current and apprised of these changes insofar as they relate to this Policy.

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<sup>11</sup> See <http://www.justice.gov/crt/about/cor/coord/titleix.php>

<sup>12</sup> See <https://www.law.cornell.edu/uscode/text/18/249>

<sup>13</sup> See, e.g., <http://aspe.hhs.gov/hsp/o8/SR/StateLaws/>

<sup>14</sup> Sexual Assault CPOs

[https://www.americanbar.org/content/dam/aba/directories/policy/2007\\_am\\_109.authcheckdam.pdf](https://www.americanbar.org/content/dam/aba/directories/policy/2007_am_109.authcheckdam.pdf)

<sup>15</sup>and Stalking and Harassment CPOs

[https://www.americanbar.org/content/dam/aba/directories/policy/2007\\_am\\_109.authcheckdam.pdf](https://www.americanbar.org/content/dam/aba/directories/policy/2007_am_109.authcheckdam.pdf)

<sup>16</sup> For contact information see, e.g., <http://www.justice.gov/crt/legalinfo/stateandlocal.php>

## Title IX and its Relationship to AAA's Policy on Sexual Harassment and Sexual Assault

In the United States, private and public schools that receive Federal funds must comply with Title IX. Title IX of the Education Amendments (1972), 20 U.S.C. §1681 *et seq.*, prohibits discrimination on the basis of sex in educational programs, activities and employment. Title IX applies regardless of whether federal financial assistance is received directly or indirectly. Title IX applies to all forms of sexual discrimination including sexual harassment, sexual misconduct, sexual violence, and all forms of gender-based harassment. Title IX applies equally to students, staff, and faculty, and is meant to protect students and employees from sexual harassment by any school employee, student, or nonemployee third party.

AAA members who are employed by schools are also accountable to their institution under Title IX.<sup>17</sup> Members outside the U.S. may also be bound by any similar legislation in their home country or country of employment.

## Best Practices for Creating Professional Communities Less Prone to Sexual Harassment and Sexual Assault

To create communities that are less prone to sexual harassment and sexual assault, institutional changes are needed, and cultural norms must shift. AAA believes that it is the responsibility of each member of our organization to work to create spaces free of sexual harassment and sexual assault. To this end, there are clear steps that we can take to help to foster a supportive and safe professional community, in person, in the field, at meetings, and online.

### Changes in Practice

1. AAA members should educate themselves about types of sexual misconduct (harassment and assault) and commit to not perpetrating these acts.
2. AAA members should incorporate discussions of sexual misconduct as part of methods and ethics training in the discipline.
3. AAA members and researchers who are Principal Investigators (PIs) should create and enforce field-site specific codes of conduct. AAA members who are PIs may be legally required to report all sexual harassment and sexual assault that occurs within the purview of their research project. All AAA members who are

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<sup>17</sup> Title IX: [http://www2.ed.gov/about/offices/list/ocr/docs/tix\\_dis.html](http://www2.ed.gov/about/offices/list/ocr/docs/tix_dis.html)

PIs should report all instances of sexual harassment and sexual assault to their own institution and, perhaps, relevant funding agencies.<sup>18</sup>

4. AAA requires that field schools or other research experiences advertised by AAA on their website or through AAA-supported social media, draft, and make available on demand: a code of conduct prohibiting sexual assault and sexual harassment; and appropriate reporting mechanisms for those who do experience or witness sexual harassment or sexual assault.
5. All researchers participating in a field research or field school program are encouraged to request a code of conduct from Principal Investigators (PIs) in charge of research sites and program leaders in charge of field schools, and should inquire about appropriate reporting mechanisms and institutional resources. In the case that the PI/ field school leader fails to provide this information, participating researchers are encouraged to seek this information from the institutional sponsor.
6. Prospective participants are encouraged to research all field school programs thoroughly before registering to attend and should make themselves aware of what resources will be available on site.

## Bystander Awareness

Sexual harassment and sexual assault are not only individual issues, but reflect community conditions and require community responses. Proactive engagement means being aware of your surroundings, but also being attentive to the institutions, norms, and conditions that support sexual harassment and sexual assault, and working to shift them in systemic and everyday ways.

Bystanders are those who observe or are subsequently informed of instances of sexual harassment or sexual assault. Individuals react differently when witnessing or learning about such behaviors. It is important that AAA members know how to recognize sexual harassment and sexual assault and consider safe, responsible, and effective ways to respond.

1. Bystanders should ensure safety and engage in the most appropriate course of action including, but not limited to:
  - a. Creating a distraction
  - b. Interjecting yourself into the conversation
  - c. Using the power of the group, and telling another person about the situation

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<sup>18</sup> Steps to ensuring harassment free worksites are now a requirement of NSF funding:

<https://www.nsf.gov/pubs/issuances/in144.jsp>

NIH sees its funded programs as falling under Title IX as it concerns sexual harassment:

<https://grants.nih.gov/grants/guide/notice-files/not-od-15-152.html>

- d. Asking the affected individual if he or she is ok
- e. Speaking out and/or telling an authority figure about the situation
2. Offering support to the affected individual<sup>19</sup>
  - a. Offer the affected individual support in reporting the incident (including acting as a witness) but respect the individual's choice either to report or not to report the incident. Encourage the affected individual to seek appropriate support.
3. Consider possibilities for granting medical leave or rescheduling work or academic timelines as appropriate.

## How to Obtain Assistance

This Policy is not intended to constitute legal advice. In the event of any conflict between this Policy and applicable laws or institutional policy, the applicable laws or institutional policy prevails. Members and institutions are encouraged to seek their own counsel for advice regarding any specific situation.

AAA is not an adjudicating body; however, there are processes in place to support members in getting their grievances addressed when unwanted behaviors occur in the context of AAA-sponsored events and activities (e.g. conferences, editorial activities, governance events).

Effective October 1, 2018, the AAA Ombudspeople for Sexual Harassment and Sexual Assault will:<sup>20</sup>

1. Receive complaints of harassment in the context of AAA settings and activities.
2. Ascertain the view of the complainant to determine what outcome they want. Where appropriate, the Ombudspeople will refer the complainant to the police where there is evidence of possible criminal conduct.
3. Serve as a resource by, among other things, (i) educating the complainant on AAA's Policy on Sexual Harassment and Sexual Assault; and (ii) advising the complainant of publicly available anti-harassment resources.
4. If the complainant wishes for the Ombudspeople to actively participate in resolving the complaint, and with the complainant's consent, the Ombudspeople will discuss the complaint with the alleged harasser and give them an opportunity to respond to the complaint.

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<sup>19</sup> <http://stepupprogram.org/topics/sexual-assault/#actionsteps>; <https://rainn.org/get-information/sexual-assaultprevention/bystanders-can-help>

<sup>20</sup> The AAA Ombudspeople for Sexual Harassment and Sexual Assault will be nominated by the Executive Director and appointed by the Executive Board, for a three-year term. One of the Inaugural Ombudspeople will be appointed for a two-year term so these positions will be staggered. The Members' Programmatic Advisory and Advocacy Committee will provide a list of potential candidates, to which the Executive Director and Executive Board may add. AAA will provide training for the Ombudspeople.

5. Facilitate discussion between both parties either directly or through the Ombudspeople to achieve an informal resolution which is acceptable to the complainant.
6. Follow up after the outcome of the complaints process to determine whether the behavior has stopped.
7. Record the dates, times, and facts of the incident and the results of the resolution process.
8. Communicate and coordinate with the Members Programmatic Advisory and Advocacy Committee (MPAAC), where appropriate and including consultation with the complainant, especially if there is clear evidence of a possible instance of sexual harassment and/or assault in a AAA-sponsored setting or activity. Exercise caution in identifying the alleged perpetrator.
9. Be authorized, in consultation with the MPAAC Chair, to deem a complaint to merit no further pursuit by AAA.
10. Make clear to any complainants that the Ombudspeople is not providing legal advice and that the availability of a AAA Ombudspeople is not intended to substitute for a complainant's either making use of internal institutional mechanisms for addressing complaints, for consulting expert legal advice, or for seeking formal legal redress.
11. Make clear to any complainants that it is not the Ombudspeople's role to assist individuals through their institution's or place of employment's internal mechanism for pursuing a complaint of sexual harassment outside the context of AAA settings and activities.
12. Make clear to all parties that AAA can only promise confidentiality within the parameters of the law.
13. Make clear to all parties that participating in a complaint process is protected from retaliation under all circumstances.
14. Apprise the MPAAC Chair of instances of sexual harassment in AAA-sponsored settings and/or activities and, where appropriate, to consult with the Committee.
15. Be available, if necessary, to consult with a complainant rapidly, within a 24-hour period. In periods where this may not be possible, the Ombudspeople will designate a proxy.
16. Consult with AAA Legal Counsel if the appropriate course of action is unclear; and report findings to the AAA Executive Director or designated staff liaison.
17. AAA will consult with the individual filing the complaint prior to taking any action.
18. Prepare two annual reports:
  - a. Report for the Executive Board, containing general information about the number and types of complaints received. This report will be made available to AAA members.
  - b. A confidential report to be held securely in the AAA office describing each complaint received and action taken, with all identifying information removed. This confidential report may be consulted only by officers of the

AAA in the course of their duties on a need to know basis. AAA can only promise confidentiality within the parameters of the law.

- c. A description of the Ombudspeople's role and their contact information will appear on the AAA website.

For incidents that occur outside the context of AAA-sponsored settings and activities, AAA members should seek out appropriate authorities with which to file claims of sexual harassment and sexual assault. Typically, the line of formal complaint is through the perpetrator's home institution. AAA members should apprise themselves of the appropriate processes at their home institutions, as well as in the legal jurisdictions where fieldwork, meetings, and other business are conducted.

Should an incident occur in the context of a AAA-sponsored setting or activity, in addition to the Ombudspeople, members of the AAA Executive Board and the AAA Executive Director are authorities with whom incidents can be discussed.

## Acknowledgments:

The AAA Executive Board endorsed this Policy on Sexual Harassment and Sexual Assault, which was posted online on June 15, 2018. The Policy was drafted by the Members Programmatic, Advisory and Advocacy Committee (MPAAC) Gender Equity team (Dianna Shandy and M. Gabriela Torres) with guidance and input from MPAAC, the Sexual Harassment Working Group (Kathryn Clancy, Sarah Ihmoud, Alix Johnson, Vivian Chenxue Lu, April Petillo, Jennifer Wies), AAA Executive Director Ed Liebow, and other AAA staff members, and AAA Counsel David Frantz. The AAA Policy on Sexual Harassment and Sexual Assault is built on the frameworks and language set out by the [American Association of Physical Anthropologists \(AAPA\) Statement on Sexual Harassment and Assault](#) and the [SAFEAGU initiatives](#) and policies crafted by the American Geophysical Union (AGU) Harassment Taskforce. The AAA Policy on Sexual Harassment and Sexual Assault is importantly also indebted to the tireless work of colleagues who have advocated for sexual harassment and sexual assault awareness, education, and policy through grassroot association organizing as well as their work in AAA Sections and Committees for decades.

## Additional Resources:

Relevant AAA Codes, Statements and Policies:

**AAA Principles of Professional Responsibility:**

<http://ethics.americananthro.org/category/statement/>

Associations and Foundations Statements and Policies:

**American Association for the Advancement of Science:**

<https://www.aaas.org/news/harassment-leads-loss-talent-innovation-sciences>

**American Geophysical Union (AGU):**

<https://harassment.agu.org/homepage/task-force/>

**American Association of Physical Anthropologists (AAPA):**

[http://physanth.org/documents/66/AAPA Statement on Sexual Harassment and Assault.pdf](http://physanth.org/documents/66/AAPA_Statement_on_Sexual_Harassment_and_Assault.pdf)

**American Association of University Professors Suggested Policy and Procedures for Handling Complaints (2014):**

<https://www.aaup.org/report/sexual-harassment-suggested-policy-and-procedures-handling-complaints>

**National Science Foundation:**

<https://www.nsf.gov/pubs/issuances/in144.jsp>

**National Institute of Health:**

<https://grants.nih.gov/grants/guide/notice-files/not-od-15-152.html>

**“We can Act” – a report developed by the American Philosophical Association Sexual Harassment Ad Hoc Committee:**

<http://c.ymcdn.com/sites/www.apaonline.org/resource/resmgr/sexualharassmentreport.pdf>

Relevant US Department of Education Statements and Publications:

Department of Education Office of Civil Rights Publications:

[2001 Revised Sexual Harassment Guidance](#)

[April 4, 2011 DCL addressing student on student sexual harassment](#)

[April 29, 2014 Questions and Answers on Title IX and Sexual Violence](#)

Bystander Resources:

<http://nsvrc.org/bystander-intervention-background-and-general-information>

It's On Us Campaign:

<http://itsonus.org>

Greendot, etc:

<https://cultureofrespect.org/program/green-dot-etc/>

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## Meetings Policy

The Association will not tolerate sexual harassment or sexual assault of AAA Meeting participants (including, but not limited to attendees, speakers, volunteers, exhibitors, AAA staff members, service providers, or other meeting guests) in any form. By obtaining AAA membership, registering to present or attend AAA meetings, members and participants commit to maintaining respectful and ethical relationships in accordance with the AAA Policy on Sexual Harassment and Sexual Assault and the AAA Principles of Professional Responsibility. AAA reserves the right to remove an individual violating this Policy from the Annual Meeting without warning or refund, and prohibit attendance at future AAA meetings, programs, and/or activities.

### Expected Behavior at AAA Meetings

- Treat all participants, attendees, AAA staff, and vendors with respect and consideration, valuing a diversity of views and opinions.
- Be considerate, respectful, and collaborative.
- Communicate openly with respect for others, critiquing ideas rather than individuals.
- Avoid any personal attacks directed toward other attendees, participants, AAA staff, and suppliers/vendors.
- Be mindful of your surroundings and of your fellow participants. Alert AAA staff if you notice a dangerous situation or someone in distress.
- Respect the rules and policies of the meeting venue, hotels, AAA contracted facility, or any other venue.
- Employers should conduct job interviews in public spaces at hotels and convention centers, and not private hotel sleeping rooms. Candidates who are invited to take part in interviews in such private spaces should contact AAA's Ombudspeople.

### Unacceptable Behavior at AAA Meetings

- Harassment (including sexual harassment), bullying, or discrimination in any form will not be tolerated including, deliberate intimidation, stalking, or following; harassing photography or recording; sustained disruption of talks or other events; inappropriate physical contact; unwelcome sexual attention; or advocating for, or encouraging, any of the above behavior.
- Physical or verbal abuse or harassment of any attendee, speaker, volunteer, exhibitor, staff member, service provider, or other meeting guest, also will not be tolerated.
  - Examples of unacceptable behavior include, but are not limited to, offensive verbal comments related to gender, sexual

orientation, disability, physical appearance, body size, race, religion, national origin, or socioeconomic class; inappropriate use of nudity and/or sexual images in public spaces or in presentations; or threatening or stalking any attendee, speaker, volunteer, exhibitor, AAA staff member, service provider, or other meeting guest.

### Consequences of Unacceptable Behavior at AAA Meetings

- Anyone requested to stop unacceptable behavior is expected to comply immediately.
- AAA Executive Director (or their designee) or security may take any action deemed necessary and appropriate, including immediate removal from the meeting without warning or refund.
- AAA staff reserve the right to prohibit attendance at any future meeting.

### Responding to Unacceptable Behavior at AAA Meetings

- If you are the subject of unacceptable behavior or have witnessed any such behavior, you may notify an AAA staff member or AAA volunteer in a leadership position.
- If you witness sexual harassment or assault, respond first to the affected person's needs and safety. Support that person if they choose to report the incident, but respect their decision to report or not report.
- You may notify a AAA staff person on site or by emailing your concern to AAA's Ombudspeople for Sexual Harassment and Sexual Assault
- Anyone experiencing or witnessing behavior that constitutes an immediate or serious threat to personal or public safety is advised to contact 911 and locate a house phone and ask for security.