



National Humanities Alliance

Anti-Harassment Policy

The NHA Annual Meeting and Humanities Advocacy Day, hosted by the National Humanities Alliance (NHA), brings together humanities advocates from around the country to explore best practices in year-round advocacy and to visit Capitol Hill offices to make the case for federal funding for the humanities. Harassment of colleagues, guests, or other conference participants is inconsistent with the principles of free inquiry and free expression. Consequently, harassment is considered by NHA to be a serious form of professional misconduct.

The following Anti-Harassment Policy outlines expectations for all who attend or participate in the NHA Annual Meeting and Humanities Advocacy Day.

Purpose. NHA is committed to providing a safe and welcoming conference environment for all participants, free from harassment based on age, race, sex, ethnicity, national origin, religion, language, sexual orientation, gender identity or gender expression, disability, health conditions, socioeconomic status, marital status, domestic status, or parental status. “Participant” in this policy refers to anyone present at this virtual conference, including staff, contractors, vendors, NHA members, and all other attendees.

Expected Behavior. All participants in the conference are expected to abide by this Anti-Harassment Policy on the conference platform and in all virtual meetings, including ancillary events and official or unofficial social gatherings. Specifically, participants are expected to abide by the following:

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

Unacceptable Behavior. Harassment may consist of a single intense and severe act or of multiple persistent or pervasive acts which are demeaning, abusive, or offensive, or create a hostile professional environment. Harassment may include sexual solicitation, or written, 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; or epithets, slurs, or negative stereotyping based on group identity.

Attendees are encouraged to immediately report instances of harassment during the NHA Annual Meeting and Humanities Advocacy Day to the NHA Executive Director, Stephen Kidd at skidd@nhalliance.org or (301) 613-7460. Reports will be treated as confidential. Violations of this policy may lead to removal from the conference.