



## **Sexual Misconduct Policy**

November 20, 2017

As the conference nears, the board of the AJS wants to remind participants of our harassment policy including sexual harassment, which is one form of sexual misconduct.

In order to maintain a professional and comfortable environment for its members, conference registrants, and staff, the association requires certain standards of behavior. These standards include, without limitation, courtesy of discourse, respect for the diversity of AJS members and conference attendees, and the ability to conduct AJS business and participate in the AJS conference in a nonthreatening, collegial atmosphere. AJS members and conference participants who do not uphold these standards may jeopardize their membership or conference participation.

Sexual misconduct is antithetical to the standards and ideals of our community and will not be tolerated. Sexual misconduct incorporates a range of behaviors including sexual assault, sexual harassment, intimate partner violence, stalking, voyeurism, and any other conduct of a sexual nature that is nonconsensual, or has the purpose or effect of threatening, intimidating, or coercing a person. Much sexual misconduct includes nonconsensual sexual contact, but this is not a necessary component. For example, threatening speech that is sufficiently severe or pervasive to constitute sexual harassment will constitute sexual misconduct.

Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal comment or physical conduct of a sexual nature that has the purpose or effect of unreasonably interfering with an individual's professional work or academic performance, including situations in which (i) the request or conduct involves any implied or expressed promise of professional reward for complying; or (ii) the request or conduct involves any implied or expressed threat of reprisal or denial of opportunity for refusing to comply; or (iii) the request or

conduct results in what reasonably may be perceived as a hostile or intimidating environment. Such examples are illustrative, not exhaustive. Sexual harassment may be found in a single episode, as well as in persistent behavior. All members of our community are protected from sexual harassment, and sexual harassment is prohibited regardless of the sex of the harasser or the harassed.

Professional conduct includes, but is not limited to, conduct based on respect for others which does not in any way exploit power and/or status differences such as those that exist between faculty and students, between senior and junior colleagues, between employers and those seeking employment, or between those who grant access to publication or presentation and those who seek such access. It also includes conduct based on respect in peer to peer relationships. Professional conduct is free of all forms of harassment and discrimination.

The AJS will shortly be establishing a taskforce to draw up further language, policies, and outcomes around the topic of sexual harassment. In the meantime, if you witness any acts that you feel fall into the category of harassment or you yourself feel you are a victim of harassment, please contact either Warren Hoffman, the Executive Director, or any of our officers or board members.