

# ALASKA ANTHROPOLOGICAL ASSOCIATION

## ANTI-HARASSMENT POLICY

### (2019)

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#### **POLICY BRIEF AND PURPOSE**

The Alaska Anthropological Association (AkAA) strives to provide a safe and welcoming environment that is free from bias and intimidation. The Association, in keeping with federal and state law and non-profit best practices, expressly prohibits any form of harassment based on race, color, religion, sex, age, sexual orientation, national origin, disability, marital status, changes in marital status, pregnancy, parenthood, status as a Vietnam-era or disabled veteran, or any other protected classification. No form of discriminatory or harassing conduct by or towards any employee, member, volunteer, attendee, vendor, or other person participating in association events or programs will be tolerated.

It is the policy of the AkAA for members to have a professional environment free from all forms of discrimination and harassment. The Association does not tolerate discrimination or any forms of harassment, including but not limited to sexual harassment. The AkAA is committed to enforcing this policy at all levels within the Association. Anyone who engages in discrimination or harassment conduct will be subject to disciplinary action from the Board, up to rescinding association awards and/or scholarships, revoking or prohibiting membership, and /or prohibiting participation in association meetings and activities.

If anyone experiences or witnesses any violation of the AkAA's Anti-Harassment Policy at an AkAA meeting or event, they should report the incident immediately to the Board of Directors: [alaskaanthro@gmail.com](mailto:alaskaanthro@gmail.com) Please be aware that AkAA can only retain confidentiality within the parameters of the law.

#### **Sexual Harassment**

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 sexist rather than sexual and has been tied to negative work and health consequences for victims.

#### **Sexual Assault**

Sexual assault includes actual or attempted physical attacks (*e.g.*, unwanted physical contact, rape) and any type of sexual contact or behavior that occurs without the explicit consent of the recipient. Sexual assault is illegal.

## **Title IX and its Relationship to AkAA's Anti-Harassment Policy**

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 non-employee third party.

AkAA members who are employed by schools are also accountable to their institution under Title IX.<sup>2</sup> Members outside the U.S. may also be bound by any similar legislation in their home country or country of employment.

### **SCOPE**

AkAA's Anti-Harassment Policy is intended to cover all AkAA members, staff, volunteers, contractors, exhibitors, and sponsors. This Policy also applies to any non-member who participates in an AkAA program or activity. AkAA-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.

By obtaining AkAA membership, registering to present or attend AkAA meetings, members and participants commit to maintaining respectful and ethical relationships in accordance with this policy. The AkAA Board of Directors reserves the right to prohibit membership, rescind awards or scholarships, and remove an individual violating this Policy from attending the Annual Meeting, and prohibit attendance at future AkAA meetings, programs, and/or activities.

### **ANNUAL MEETINGS**

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

Individuals who are currently sanctioned for assault or harassment by an adjudicating institution (e.g., a university) will be barred from AkAA meetings. Appeals may be requested in the case of advance registration; on-site registration for such individuals will not be permitted.

If an individual in attendance at an AkAA-sponsored meeting / event is found to have violated the AkAA harassment policy, the AkAA Board of Directors will revoke the individual's permission to be on the premises. Should such an incident arise, the Association will work

directly with security and law enforcement to manage the removal process.

### **Expected Behavior at AkAA Meetings**

- Treat all participants, attendees, AkAA 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, AkAA staff, and suppliers/vendors.
- Be mindful of your surroundings and of your fellow participants. Alert the AkAA Board if you notice a dangerous situation or someone in distress.
- Respect the rules and policies of the meeting venue, hotels, AkAA contracted facility, or any other venue.

### **Unacceptable Behavior at AkAA 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.
- 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, AkAA staff member, service provider, or other guest.

### **Consequences of Unacceptable Behavior at AkAA Meetings**

- Anyone requested to stop unacceptable behavior is expected to comply immediately.
- The AkAA Board or security may take any action deemed necessary and appropriate, including immediate removal from the meeting without warning or refund.
- The AkAA Board reserves the right to prohibit attendance at future meetings and events in addition to rescinding association awards and/or scholarship, and revoking or prohibiting membership.

### **Responding to Unacceptable Behavior at AkAA Meetings**

- If you are the subject of unacceptable behavior or have witnessed any such behavior, you may notify an AkAA Board member on site or by emailing your concern to the AkAA Board of Directors: [alaskaanthro@gmail.com](mailto:alaskaanthro@gmail.com)
- 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.
- Anyone experiencing or witnessing behavior that constitutes an immediate or serious

threat to personal or public safety is advised to contact 911, locate a house phone, and ask for security.

## 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.

AkAA 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 AkAA-sponsored events and activities (e.g. conferences, editorial activities, governance events).

Effective June 1, 2019, the AkAA Board of Directors will:

1. Receive complaints of harassment in the context of AkAA settings and activities.
2. Discuss the complaint with the alleged harasser and give them an opportunity to respond to the complaint *if* the complainant wishes for the Board to actively participate in resolving the complaint.
3. Record the dates, times, and facts of the incident and the results of the resolution process.
4. Be authorized to deem a complaint to merit no further pursuit by AkAA.
5. Make clear to any complainants that the Board is not providing legal advice and that the availability of the Board 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.
6. Make clear to all parties that AkAA can only promise confidentiality within the parameters of the law.
7. Prepare an annual report containing general information about the number and types of complaints received. This report will be made available to AkAA members.

## ACKNOWLEDGEMENTS

The AkAA Board of Directors endorsed this Anti-Harassment Policy on May 29, 2019. The Policy was adapted from the American Anthropological Association Policy on Sexual Harassment and Sexual Assault [http://s3.amazonaws.com/rdcms-aaa/files/production/public/AAA\\_SH\\_Policy\\_2018.pdf](http://s3.amazonaws.com/rdcms-aaa/files/production/public/AAA_SH_Policy_2018.pdf) and the American Anthropological Association Note on Annual Meeting Safety Procedures [http://s3.amazonaws.com/rdcms-aaa/files/production/public/Annual\\_meeting\\_safety\\_procedures.pdf](http://s3.amazonaws.com/rdcms-aaa/files/production/public/Annual_meeting_safety_procedures.pdf).

1 See, e.g., Sexual Assault. Department of Justice. Updated April 2, 2015. <https://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).

2 Title IX: [https://www2.ed.gov/about/offices/list/ocr/docs/tix\\_dis.html](https://www2.ed.gov/about/offices/list/ocr/docs/tix_dis.html)