

## **Anti-Harassment Policy**

ESS 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 ESS to be a serious form of professional misconduct.

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

**Purpose.** ESS 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 (hereafter, simply “harassment”). “Participant” in this policy refers to anyone present at ESS meetings, including staff, contractors, vendors, exhibitors, venue staff, ESS members, and all other attendees.

**Expected Behavior.** All participants at ESS 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.

**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 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.

**Reporting.** Attendees are encouraged to immediately report instances of harassment during the Annual Meeting to Jennifer McAdam, ESS Executive Officer at [ess@wpunj.edu](mailto:ess@wpunj.edu) or at 973-720-3689. She will also be on-site. Reports will be treated as confidential. Violations of this policy may lead to removal from the Annual Meeting.