

# **MAY 29, 2017 COUNCIL REPORT OF BALLOT VOTE**

The following message was sent to the Council and the Council was asked to vote no later than May 29, 2017:

As you recall, at the last Council meeting we agreed that I would appoint a sexual harassment working group to undertake a number of specific charges in addition to identifying additional activity the Association could do to address sexual harassment prevention. I have been working on identifying and appointing an appropriate committee for some time. As with many such efforts, this has in part taken time because people don't respond to messages immediately. In this case, the task has been further slowed because I want to ensure a committee with diverse perspective, especially focusing on groups that may be more likely to be harassed. Many of the people with whom I've talked about participation have indicated that this is not their main area of research focus and that most of the people working in this area are not sociologists. I'm continuing to pursue this in earnest and am confident a full, diverse committee will be appointed soon. In the meantime, I asked the three people already appointed to work on just the group's first task since we have hit a deadline.

Specifically, Council agreed to ask the members of the working group to review the draft anti-harassment policy presented in the Council binder and propose a revised version for use starting with the 2017 Annual Meeting. The program book is going to the printer on June 1, so this activity could not be delayed. As such, Frank Dobbin, Justine Tinkler, and Kathrin Zippel generously agreed to focus on this single task, with an understanding that the rest of the work of the committee would be deferred until a full group could be appointed. As you review the proposed policy, please bear in mind that it will be printed in the program book, included in the app, and displayed at the meeting site. Starting next year (it was already too late for 2017 when Council discussed this), attendees will be required to check a box indicating that they have read the policy and agree to it when they register.

Questions for Council vote:

1. Do you approve the proposed anti-harassment policy for the ASA Annual Meeting (policy attached)?
2. The initial committee members recommend renaming the working group from "sexual harassment working group" to "harassment working group" to be more inclusive, as reflected also in the policy proposal. Do you approve this change?

## **Proposal for an ANTI-HARASSMENT POLICY**

ASA has received notice from several sources that graduate students and faculty have experienced racial and sexual harassment at various conference venues. ASA consequently reminds everyone: Our annual meeting is convened for the purposes of professional

development and scholarly and 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 ASA to be a serious form of professional misconduct.

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

### **1. Purpose**

ASA is committed to providing a safe and welcoming conference environment for all participants, free from harassment based on age, race, 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 ASA meetings, including staff, contractors, vendors, exhibitors, venue staff, ASA members, and all other attendees.

### **2. Expected Behavior**

All participants at ASA meetings are expected to abide by this Anti-Harassment Policy in all meeting venues including ancillary events and 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.

### **3. Unacceptable Behavior**

Harassment of any participant is unethical behavior under the American Sociological Association Code of Ethics. Harassment consists of a single intense and severe act or of multiple persistent or pervasive acts which are demeaning, abusive, 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.

Attendees are encouraged to immediately report instances of harassment during the Annual Meeting to the ASA Executive Officer, Nancy Kidd, at [nkidd@asanet.org](mailto:nkidd@asanet.org), 646-408-9063 or to the Director of Meeting Services, Michelle Randall, at [mrandall@asanet.org](mailto:mrandall@asanet.org). To read the

American Sociological Association Code of Ethics in its entirety, visit [www.ASAnet.org](http://www.ASAnet.org) and follow the link to “Ethics.”

*All members of Council voted unanimously to approve the proposed anti-harassment policy for the ASA Annual Meeting. All members of Council voted unanimously to rename the working group “harassment working group.”*

Council is asked to approve this report of ballot vote as presented.
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