

Draft Organizational Principles for Addressing Harassment

We affirm the international principles that free and responsible practice of science is fundamental to scientific advancement and human and environmental wellbeing.¹ As a member of the scientific community and enterprise, we also affirm our organization’s responsibility and obligation to support and reinforce a scientific environment that demonstrates responsibility to carry out and communicate scientific work with integrity, respect, fairness, trustworthiness, and transparency at all organizational levels, and in all scientific endeavors—including our professional interactions and engagement with other scientists, trainees, and members of the public. We recognize the harm to our profession, our scientific credibility and to the wellbeing of individuals caused by not doing so.

We oppose discrimination in scientific learning and practice based on factors such as ethnic origin, race, religion, citizenship, language, political or other opinion, sex, gender identity, sexual orientation, disability, age or economic class. Discrimination and harassment reduces the quality, integrity, and pace of the advancement of science by marginalizing individuals and communities. We affirm that harassment in any scientific setting is unacceptable. As such, our organizational leadership aspires to and supports the following statement of principles for addressing harassment and other forms of discrimination in the sciences. These recommended principles and practices apply across all sectors of our scientific community—academic, corporate, government agencies, non-governmental organizations, and public and private research enterprises alike.

21

Definition of Harassment:²

“Harassment due to a person’s sexual identity, gender, race, or other protected class, consists of a single intense and severe act or of multiple persistent or pervasive acts which are unwanted, unwelcome, demeaning, abusive, offensive, and/or create a hostile professional or workplace environment. These acts may include epithets, slurs, or negative stereotyping; threatening, intimidating, or hostile acts; denigrating jokes and display or circulation of written or graphic

¹ The International Council for Science (ICSU) Statute 5 is found at <http://www.icsu.org/freedom-responsibility/cfrs/statute-5>

² American Sociological Association definition of harassment is found at <http://www.asanet.org/sites/default/files/savvy/images/asa/docs/pdf/CodeofEthics.pdf>. the EEOC definition of harassment is found at <https://www.eeoc.gov/laws/types/harassment.cfm>.

**9 September, 2016 Workshop *Sexual Harassment in the Sciences: A Call to Respond*
Common Principles Recommendation**

28 *material that denigrates or shows hostility or aversion toward an individual or a group identity.*
29 *Sexual harassment, in addition, may include any unwanted and/or unwelcome sexual solicitation,*
30 *physical advance, or verbal or non-verbal conduct that is sexual in nature.”*

31

32 **The Problem:**

- 33 • We recognize that harassment, bullying and discrimination, that exploit differences in
34 gender identity and presentation, religion, race, ethnic origin, class, ability, citizenship
35 and sexual orientation endanger the personal, professional, physical, and emotional
36 well-being of individuals and their communities. Harassment contributes to the
37 marginalization of individuals and groups, and the unwelcoming and often outright
38 hostile climate experienced by many groups that are, or feel, especially vulnerable or
39 isolated, and factors into their decisions to leave science and academia.
- 40 • We recognize that harassment is a problem in our community and that a culture change
41 is needed to create environments for employment and learning where all people are
42 treated with dignity and respect, regardless of demographic status.
- 43 • We recognize that harassment can go unrecognized as such by the perpetrator and/or
44 the target, and that education is a step in promoting a cultural change where these
45 behaviors are not only recognized as unacceptable but stopped and prevented.

46

47 **Our Roles and Responsibilities**

- 48 • It is the responsibility of the leaders of professional societies, academic institutions,
49 research funding agencies, corporations and organizations to educate themselves and
50 their members on the policies and procedures of their societies and institutions. Where a
51 policy is lacking or weak, work will be undertaken to address those weaknesses, while
52 referencing policies available in other organizations.
- 53 • Science and education are social endeavors. Professional societies, academic
54 departments, organizations that fund research, and government agencies should have a
55 comprehensive code of conduct to guide ethical behavior in the conduct of research,
56 which includes treatment of people as well as data.

57

58 **Code of Conduct Best Practices**

- 59 • A professional code of conduct provides a structure for handling ethical violations
60 regarding the practice of science and relations of and among society members.

- 61 • A rich and inclusive professional code of conduct should lay out principles of the
62 profession, standards for ethical behavior, and procedures for enforcement, including a
63 clear process for reporting and investigating, and agreements to resolutions of violations,
64 disciplinary action, and appeals.

- 65 • A professional code of conduct should include clear guidelines for behavior at meetings
66 and meeting-related events, on campus and at work-related functions, in field schools
67 and field research stations or sites, and any and all places of training or employment.
68 Harassment concerns should be clearly spelled out in professional codes of conduct.

- 69 • A professional code of conduct should be clearly accessible to the public, and to all
70 members of the scientific organization, which includes both scientists and non-scientists.

- 71 • Professional codes of conduct apply to all members of an organization, regardless of the
72 member's geographic location, or that member's public or scientific stature or status.

- 73 • A professional code of conduct should be revisited regularly to maintain its relevancy
74 and be updated as needed. The organization should also regularly evaluate how well it
75 is implementing the code of conduct and using it to address violations.