

# SSSR Anti-Harassment Policy

## 1. Purpose

### ANTI-HARASSMENT POLICY

The Society for the Scientific Study of Religion aims to be inclusive in all aspects of its work. We are committed to providing a friendly, safe, and welcoming environment for all, regardless of sex, gender, sexual identity, ability, age, race, ethnicity, nationality, socioeconomic status, or religion.

This Anti-Harassment Policy outlines our expectations for all those who participate in the work of the SSSR and at the Annual Meeting of the Society for the Scientific Study of Religion.

“SSSR” in this policy refers to the Society for the Scientific Study of Religion. “SSSR Council” in this policy refers to both SSSR Officers (i.e., President, President-Elect, Past President, Secretary, Treasurer, and Executive Officer) and SSSR Council Members.

“Participant” in this policy refers to anyone carrying out the work of the SSSR and its committees (either paid or volunteer) and/or present at the Annual Meeting of the Society for the Scientific Study of Religion, including but not limited to: SSSR staff, contractors, vendors, exhibitors, venue staff, SSSR members, SSSR Council, registered presenters, and the family members and/or friends of registered presenters.

We expect all SSSR volunteers, committee members and participants in the Annual Meeting of the Society for the Scientific Study of Religion to create safe and positive experiences for everyone.

## 2. Expected Behavior

We expect all SSSR volunteers, committee members and participants at the Annual Meeting of the Society for the Scientific Study of Religion to abide by this Anti-Harassment Policy in their work and in all venues at The Annual Meeting of the Society for the Scientific Study of Religion, including ancillary events and official and unofficial social gatherings and to:

- Exercise consideration and respect in speech and actions.
- Refrain from demeaning, discriminatory, or harassing behavior and speech.
- Be mindful of fellow participants.

## 3. Unacceptable Behavior

Unacceptable behaviors include

- intimidating, harassing, abusive, discriminatory, derogatory, or demeaning speech or actions by any SSSR volunteer, committee member and/or participant in the Annual Meeting of the Society for the Scientific Study of Religion, at all related events and in one-on-one communications
- harmful or prejudicial verbal or written comments or visual images related to gender, sexual identity, ability, age, race, ethnicity, nationality, socioeconomic status, and religion
- inappropriate use of nudity and/or sexual images in public spaces (including presentation slides)
- deliberate intimidation, stalking or following
- harassing photography or recording
- sustained disruption of talks or other events
- unwelcome and uninvited attention or contact
- physical assault (including unwelcome touch or groping)
- real or implied threat of physical harm
- real or implied threat of professional or financial damage or harm
- using sexualized images, activities, or other material to create a sexualized environment
- telling sexist, racist, or other exclusionary jokes

***Revised 11/10/2022.***