

## **AIA Respectful Behavior at the Annual Meeting Policy**

The AIA and its members seek to create an atmosphere at their annual conference in which participants may learn, network, and converse with colleagues in an environment of mutual respect. Its aim is to promote critical and open inquiry that is free of personal harassment, prejudice and aggression. All who attend the annual meeting are entitled to an experience that is free from harassment. Harassment includes any behavior by an individual or group that contributes to a hostile, intimidating, unwelcoming, and/or inaccessible environment.

Harassment also pertains to activities/behaviors such as stalking, bullying, hostility, or abuse, based on sex, sexual orientation, gender identity, race, age, disability, religion, or ethnicity. No attendee should under any circumstance engage in harassment of other attendees either in person or online. By attending the meeting, all participants accept the obligation to uphold the rights of participants and treat everyone with respect and civility. This expectation applies to speakers, staff, volunteers, and attendees.

Members should be aware that they are bound by the codes of conduct at their home institutions. The AIA code does not supersede these codes but is intended to reinforce their message. In the event that an AIA attendee at the meeting experiences harassment that is inconsistent with the values articulated in the AIA's professional ethics statement, the attendee is encouraged to make a report in writing to the VP of Research and Academic Affairs within sixty (60) days. This report will remain confidential and will be shared only with an investigating committee, which will be specially constituted by the president with members drawn from the officers and trustees of the AIA. They will work together to look into the reported behavior, to contact the person who has reported the behavior, and, if warranted, to contact the person about whom the complaint has been made. The written complaint will be shared with the accused party, who may elect to file a written response, which must be submitted within sixty (60) days of being contacted.

The chair of the investigating committee shall then contact both parties to discuss the incident and determine whether there is a mutually acceptable resolution. If no such resolution can be found, the committee shall determine whether the incident constituted harassment under the terms of this Policy. If the committee determines the incident constituted harassment, it shall furnish a report of the incident, the committee's findings, and a recommended sanction, if any, to the president of the AIA within sixty (60) days. The president will report the outcome to all parties involved, which is final.

*Approved by the Governing Board on April 27, 2018.*