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## **PAA Anti-Harassment Policy | Adopted October 2020**

The Population Association of America's events are convened for the purposes of professional development and scholarly educational interchange in the spirit of free inquiry and free expression. We are dedicated to advancing scientific discovery, advocating sound research policies, improving education, promoting professional development, and increasing diversity in the scientific workforce. 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 expression. Consequently, harassment is considered by PAA to be a serious form of professional misconduct.

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

### **Purpose**

PAA 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 or domestic status, political affiliation, or parental status (hereafter, simply harassment). "Participant" in this policy refers to anyone present at PAA events, including staff, contractors, vendors, exhibitors, venue staff, PAA members, and all other attendees.

### **Harassment**

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.

### **Expected Behavior**

All participants at PAA 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 security personnel or law enforcement if you see a situation in which someone might be in imminent physical danger.

Information on how to report violations and a list of resources available to participants can be found at the meeting registration desk.