

LERA Code of Conduct

01/05/2020

I. POLICY STATEMENT

LERA reminds everyone: Our LERA Annual Meeting is convened for the purposes of professional development and educational interchange in the spirit of free inquiry and free expression. Harassment or discrimination of colleagues, students, or other conference participants undermines the principle of equity at the heart of this professional gathering and is inconsistent with the principles of free inquiry and free expression. Consequently, harassment is considered by LERA to be a serious form of professional misconduct.

The Labor and Employment Relations Association (LERA) will not tolerate discriminatory, harassing, or otherwise unacceptable behavior in the workplace or at any of its activities, events, or meetings. It adopts the following code of conduct and expects everyone who participates in any of its activities, events, or meetings to abide by it.

This code of conduct outlines expectations for all those who attend or participate in the LERA Annual Meeting. It reminds LERA meeting participants and attendees that all professional and academic ethics and norms apply as standards of behavior and interaction at these meetings.

LERA is committed to providing a safe and welcoming conference environment for all participants, free from harassment or discrimination, including harassment and actual or perceived discrimination based on any protected class or status (hereafter, simply harassment).

Sexual harassment and sexual assault are forms of professional misconduct that impede us as individuals, and as a professional community, in fulfilling the mission of the Labor and Employment Relations Association (LERA). For this reason, we believe LERA has an obligation to reserve its awards and officer positions to persons who have not so impeded individuals or the community.

II. DEFINITIONS

A. Discrimination

It is discrimination to make any decision or judgment based on another person's age, race, ethnicity, national origin, religion, language, sexual orientation, gender identity or expression, disability, health conditions, socioeconomic status, marital status, domestic status, parental status, color, ancestry, pregnancy, or any other characteristic protected by law.

B. Harassment

Harassment consists of unwelcome verbal, visual or physical conduct that is based on another person's protected class or status. It may include, but is not limited to, actions such as the use of epithets, slurs, negative stereotyping, jokes, or threatening, intimidating, or hostile acts that relate to protected categories. Harassment also may include written or graphic material that denigrates or shows hostility toward an individual or group based on protected characteristics, whether that

material is sent by email, or placed on walls, bulletin boards, computer screens or other devices, or elsewhere on the premises of an activity, event or meeting.

C. Sexual Harassment

Sexual harassment can involve unwelcome sexual advances, requests for sexual favors, and other verbal, visual, or physical conduct of a sexual nature. It can involve conduct by a person of either gender toward a person of the same or opposite gender.

D. Participant

Participant in this policy refers to anyone present at LERA meetings, events, and activities, including staff, contractors, vendors, exhibitors, venue staff, LERA members, hotel employees, volunteers, and all other attendees.

E. Protected Class or Status

Protected characteristics include age, race, sex, gender identify or gender expression, sexual orientation, ethnicity, color, ancestry, national origin, religion, language, disability, health conditions, socioeconomic status, marital status, domestic status, parental status, pregnancy, citizenship status, criminal record, veteran status, or other characteristics protected by law.

III. EXPECTED BEHAVIOR

All participants at LERA Annual Meetings are expected to abide by this code of conduct 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 conference security personnel or law enforcement if you see a situation in which someone might be in imminent physical danger.

IV. UNACCEPTABLE BEHAVIOR

LERA respects and upholds the tenet's of free speech. This code of conduct is not intended to restrict free and open debate but rather is concerned with preventing unacceptable behavior, which includes, but is not limited to, the following:

- Discriminatory, intimidating, harassing, abusive, derogatory or demeaning speech or actions, including cyberbullying or cyber harassment, at any LERA activity, event, or meeting, including all related activities or one-on-one communications surrounding the LERA activity, event or meeting
- Harmful or offensive behavior or written comments or visual images related to another person's actual or perceived protected class or status

- Prejudicial actions or comments related to actual or perceived protected class or status that coerce others, foment broad hostility, or otherwise undermine professional equity or the principles of free academic exchange
- Physical assault (including uninvited touching or groping)
- Real or implied threat of physical harm
- Inappropriate use of nudity and sexual images in work or public spaces
- Bullying, deliberate intimidation, or following/stalking
- Harassing photography or recording
- Uninvited sexual attention or contact
- Persistent and unwelcome solicitation of emotional or physical intimacy
- Persistent and unwelcome solicitation of emotional or physical intimacy accompanied by a real or implied threat of professional harm
- Sustained disruption of talks or other events

V. VIOLATIONS OF THIS CODE OF CONDUCT

LERA takes violations of this policy seriously and may, at its discretion, take action that it deems appropriate upon assessing the situation. Possible responses may include a warning to or expulsion of the alleged offender from the activity, event, or meeting. Additionally, where appropriate, LERA may inform the alleged offender's employing entity of the offending behavior and complaint.

Other possible responses include LERA assisting complainants in contacting security or local law enforcement, providing escorts, or otherwise assisting complainants experiencing unacceptable behavior to feel safe for the duration of the activity, event, or meeting.

Any complaint brought to LERA's attention will be treated confidentially to the extent possible to properly assess the situation. LERA will take appropriate steps to ensure that the complainant is no longer subject to the unacceptable behavior.

LERA will not tolerate retaliation against any individual who complains of unacceptable behavior under this code of conduct. It will take every step necessary and appropriate to ensure that retaliation does not occur, and if it believes that retaliation has occurred, LERA will take immediate action to stop the retaliation.

LERA Annual Meeting participants should not submit or encourage the submission of a complaint that is frivolous, made in bad faith, knowingly false, or knowingly intended to harm the alleged violator rather than to protect an alleged victim, or the integrity of the meeting.

VI. REPORTING UNACCEPTABLE BEHAVIOR

Before the start of any large LERA activity, event, or meeting, attendees will be informed of this code of conduct, and a LERA Review Committee designee to whom complaints may be directed will be identified for all attendees.

If you are subject to what you believe is unacceptable behavior under this code of conduct or witness such behavior, please inform the designated LERA Review Committee designee immediately. If that person is not available, you may notify any other LERA staff person or leader who will work with the designated staff person to respond to the complaint.

VII. LERA CHAPTER EVENTS

This policy does not specifically govern LERA Chapter events, but we strongly encourage LERA Chapters to establish a similar code of conduct.