

## **ASP Code of Conduct Policy**

### **American Society of Primatologists Commitment to Safe and Non-threatening Conference Environment**

The ASP is dedicated to providing a harassment-free environment. Harassment includes speech and/or actions that are considered to be personally offensive or not welcome. We prohibit any form of harassment, sexual or otherwise, toward any of our members regardless of age, ethnicity, race, gender identity or expression, sexual orientation, religion, ability, marital status, appearance, nationality, language, or any other reason.<sup>1</sup> This policy applies to all members, non-members and guests, as well as any exhibitors, sponsors, and/or supporters that attend, participate in or exhibit at the annual meeting of the ASP.

The ASP is an all-inclusive society focused on the exchange of scientific information that furthers the understanding of non-human primate behavior, biology, ecology, and conservation. We support and encourage research on primates from undergraduate and graduate students, research scientists and professionals, and university faculty from U.S. institutions, from elsewhere in the Americas, as well as from other countries around the world. As such, we encourage respectful exchanges of ideas, acknowledging that English may not be the first language of participants and that there may be cultural differences in communication styles. We do not condone elitism in words or actions by faculty toward students, by senior to junior professionals, or peers, or among individuals with different levels of expertise.

### **Acceptable Behavior Policy at Annual Meetings and on Social Media**

The American Society of Primatologists is founded on open and respectful exchange of ideas, words and actions during the annual meeting and on ASP social media sites.<sup>2</sup> The Society will not tolerate inappropriate behavior which includes, but is not limited to:

- inappropriate acts or offensive comments that demean another by means of reference to the individual's ethnicity, gender, character, research interests, race, body size and adornments, clothing style, gender identity, religion, age, English-language proficiency, or disability;
- violation of applicable laws pertaining to sale or consumption of alcohol and use, sale, and distribution of illegal drugs;
- wanton destruction or vandalism of personal, hotel, or convention center property.

Individuals who are currently sanctioned for assault or harassment by an adjudicating institution (e.g., a university where they work or worked) will be excluded from attending the ASP conference and any other ASP-sponsored events.

### **What is Harassment?**

Harassment is defined as systematic or continued, unwelcomed words or actions that include taunts, threats, advances, and demands and may occur in situations where a power differential exists. It applies to all physical (e.g., field or laboratory settings, university campuses, breeding centers, zoological parks, conference locations, including poster and paper sessions) and online spaces in which ASP members or conference attendees conduct professional business, including ASP-sponsored social events at conferences.

Harassment includes verbal threats, violation of personal space, unwelcomed touching, offensive language that is directed at some aspect of another's physical or emotional presence, stalking and sexual harassment.

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<sup>1</sup> "Forms of harassment" modified from the American Association of Physical Anthropologists (AAPA) Statement on Sexual and Other Harassment (<http://physanth.org/about/position-statements/sexual-and-other-harassment/>)

<sup>2</sup> Modified from Gordon Research Conference, 2014

Sexual harassment includes unwelcomed sexual advances, demands for sexual favors, or comments made based upon one's gender.<sup>3</sup> "Although the U.S. Equal Employment Opportunity Commission does not prohibit simple teasing, offhand comments, or isolated incidents that are not very serious, harassment is illegal when it is so frequent or severe that it creates a hostile or offensive environment."<sup>4</sup>

### **Best Practices: Sexual conduct**

ASP members are expected to conduct themselves in a manner consistent with applicable civil and criminal laws prohibiting harassment, rape, and sexual assault. ASP members should also be aware of conditions that may lead to vulnerable or threatening situations. Especially, but not exclusively, members holding positions of power should refrain from engaging in sexual relationships with those holding less powerful positions. If you have the ability to exact damage to a colleague's career or they perceive that you could, it is best not to engage sexually. Be aware of power differentials and have special consideration of colleagues at vulnerable career stages including, but not limited to, postdoctoral researchers, research assistants, graduate and undergraduate students, field project participants, and laboratory interns.

### **Reporting Harassment**

Harassment and other code of conduct violations reduce the value of our professional meeting for everyone. Regardless of the source of harassment or where it occurs (laboratory and field settings, social settings, meetings, online exchanges, classrooms), if someone makes you or anyone else feel unsafe or unwelcome, or if you are a bystander to such actions, please report it quickly. The "bystander intervention approach" encourages individuals to assess the situation and the perceived level of urgency or danger to the victim, and intervene/say something. You should feel that it is your responsibility to do something and feel confident about intervening.<sup>5</sup>

Quick mechanisms to report a harassment complaint:

- ❖ support the victim
- ❖ speak with an ASP officer or meeting staff
- ❖ alert the Board of Directors at [info@asp.org](mailto:info@asp.org)

Attempts will be made to resolve the situation by speaking with the individuals involved. ASP representatives will discuss the details first with the individual filing the complaint, then with the alleged offender, and seek counsel if the appropriate course of action is not clear<sup>6</sup>. During their fact-finding effort, ASP representatives will seek to maintain confidentiality as it pertains to both the identity of the individuals and characteristics of the incident. While we recognize that behavior that is acceptable to one person may not be acceptable to another, and that misunderstandings do occur, we will not hesitate to act if asked to address an unsafe, abusive or threatening situation.

### **Punishment for harassment**

Failing to adhere to this policy will result in immediate exclusion from the conference, social events and workshops, a forfeiture of any undistributed ASP research or conservation award funds, and/or removal from access to ASP's closed member social media sites. It may also result in termination of membership privileges of the Society as such behavior could 'inflict serious damage on the reputation of the society' (ASP constitution, Article 3.2).

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<sup>3</sup> AAPA Statement on Sexual and Other Harassment, *ibid*.

<sup>4</sup> U.S. Equal Employment Opportunity Commission ([http://www.eeoc.gov/laws/types/sexual\\_harassment.cfm](http://www.eeoc.gov/laws/types/sexual_harassment.cfm)).

<sup>5</sup> Tabachnick, J., 2009. Engaging bystanders in sexual violence prevention. Enola, PA: National Sexual Violence Research Center. ([http://www.nsvrc.org/sites/default/files/Publications\\_NSVRC\\_Booklets\\_Engaging-Bystanders-in-Sexual-Violence-Prevention.pdf](http://www.nsvrc.org/sites/default/files/Publications_NSVRC_Booklets_Engaging-Bystanders-in-Sexual-Violence-Prevention.pdf)); also see Section VIII of the AAPA Statement on Sexual and Other Harassment.

## **Acknowledgments**

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<sup>5</sup> Tabachnick, J., 2009. Engaging bystanders in sexual violence prevention. Enola, PA: National Sexual Violence Research Center. ([http://www.nsvrc.org/sites/default/files/Publications\\_NSVRC\\_Booklets\\_Engaging-Bystanders-in-Sexual-Violence-Prevention.pdf](http://www.nsvrc.org/sites/default/files/Publications_NSVRC_Booklets_Engaging-Bystanders-in-Sexual-Violence-Prevention.pdf)); also see Section VIII of the AAPA Code of Ethics.

<sup>6</sup> AAAS Annual Meeting Code of Conduct (<http://meetings.aaas.org/program/code-of-conduct/>).