



SSWR Anti-Harassment Policy

The Society for Social Work Research advances, disseminates, and translates research that addresses issues of social work practice and policy and promotes a diverse, just, and equitable society. As a social work professional organization, SSWR shares and is committed to acting in accordance with our profession's values and its code of ethics. Therefore, any form of harassment will be considered professional misconduct and will be taken seriously.

Purpose

The SSWR annual and work group meetings are designed to create intellectually stimulating scientific environments that are welcoming, inclusive and free from any form of harassment that is based on race, ethnicity, or national origin, gender, gender identity or gender expression, sexual orientation, age, disability, religion, socioeconomic, marital or parental status. This Anti-Harassment Policy delineates the expectations that we hold for anyone who attends or participates in the annual meeting or any other SSWR meeting, whether in-person or virtually, including attendees, SSWR members, SSWR and venue staff, vendors, contractors, and exhibitors; serves as a member of the board; or serves on a SSWR work group or taskforce.

Expected Behavior

- Participants are expected to comply with this Anti-Harassment Policy at all SSWR meetings and ancillary events, including official or unofficial social gatherings and virtual breakout rooms.
- SSWR is committed to diversity, inclusion and equity and expects that all participants at SSWR meetings will be treated with respect and dignity.
- Dissent and debate are valued norms within our scientific community and viewed as essential to the advancement of knowledge. Such professional communication, whether in person or virtually, should be conducted in a thoughtful and respectful manner.
- Participants should be proactive to reduce risk of harm whenever possible:
 - If you witness or suspect that someone is at risk of harm or in imminent physical danger, notify conference or security personnel or law enforcement.

Unacceptable Behavior

Harassment is defined as unwelcome conduct based on race, ethnicity, or national origin, gender, gender identity or gender expression, sexual orientation, age, disability, religion, socioeconomic, marital or parental status. Harassment can be experienced in a single severe incident or through multiple incessant or pervasive acts that are demeaning, offensive, intimidating, threatening or abusive. Harassment can include

the circulation of written or graphic imagery that disparages, maligns, or denigrates a person or group through the use of stereotypes, slurs, jokes or epithets based on one's group identity. Harassment can include unwelcome sexual advances, verbal, written, physical, or virtual conduct that is sexual in nature or stalking. These actions create a hostile work and learning environment that is incongruent with the mission, vision and values of SSWR. Any SSWR participant found to have engaged in such actions will face the consequences outlined in this policy.

Procedures for Reporting Violations of the Anti-Harassment Policy

SSWR participants are encouraged to report any violations of the Anti-Harassment Policy as soon as possible to the SSWR Executive Director, Jennifer Lewis, in person at the conference membership desk, by phone 703-352-7797, x3, by cell 703 989 3915 or email lewis@sswr.org. If for any reason it does not feel comfortable to report this violation to the SSWR Executive Director, please report it to the current SSWR Board President, Dr. Ramona Denby-Brinson through 702-349-5713, or email at rdenby-brinson@unc.edu.

Consequences of Violations of the Anti-Harassment Policy

The SSWR Executive Director or Board President, as applicable, will promptly forward all reports received pursuant to this policy to the SSWR Executive Committee. If immediate action is required in response to harassment reported pursuant to this policy, the individual receiving such report (*i.e.*, SSWR's Executive Director or Board President) may take such immediate action as she or he reasonably deems necessary or appropriate under the circumstances and shall promptly report such harassment and response to the Executive Committee.

In response to all reports, the Executive Committee will employ such procedures and take such actions as it deems appropriate under the circumstances. If warranted by the alleged harassment, the Executive Committee may opt to follow the procedures applicable to enforcement of SSWR's Code of Ethics (www.sswr.org).

Upon review, if a participant has been found to have violated the SSWR Anti-harassment Policy the SSWR Executive Committee will determine a course of action that may include but is not limited to:

- A written reprimand or warning;
- Immediate expulsion from SSWR event without refund;
- Imposition of conditions to be met to attend future SSWR events;
- Restrictions from attending future SSWR events;
- Suspension or Revocation of SSWR membership; and
- Removal from board positions or committee assignments.

Retaliation

Retaliation against anyone who chooses to report an experience of harassment is prohibited. Participants who choose to report harassment that subsequently experience retaliation are encouraged to report those retaliatory acts to the SSWR Executive Director or Board President. The consequences for retaliation include but are not limited to those listed under consequences for violations of the Anti-Harassment Policy.