

## Society for Ethnomusicology Anti-Harassment Policy

### March 8, 2021

Society for Ethnomusicology (SEM) meetings, programs, and communication channels are forums for research, discussion, education, professional development, and advocacy related to the field of ethnomusicology. Harassment of participants in these forums is inconsistent with SEM's strong commitment to academic freedom, equity, and human dignity. Consequently, harassment is considered by SEM to be a serious form of professional misconduct.

The following Anti-Harassment Policy outlines expectations for all who participate in the SEM meetings, programs, or communication channels.

**Purpose.** SEM is committed to providing a safe and welcoming environment for all participants, free from harassment based on age, race, color, sex, ethnicity, national origin, religion, language, sexual orientation, gender identity or gender expression, disability, health conditions, socioeconomic or employment status, academic rank, marital status, domestic status, parental status, or other categories of identity and material condition. "Participant" in this policy refers to anyone present at an SEM-sponsored meeting or engaged in an SEM-sponsored program or communication channel.

**Expected Behavior.** All participants are expected to abide by this Anti-Harassment Policy in all SEM meetings, programs, and communication channels, including ancillary events and social gatherings. Specifically, participants are expected to abide by the following:

- Follow the norms of professional respect that are necessary to promote the conditions for academic freedom, equity, and human dignity.
- If you witness potential harm to a participant, be proactive in helping to mitigate or avoid that harm.
- If you see a situation in which someone might be in imminent physical danger, alert venue security personnel or law enforcement.

**Unacceptable Behavior.** Harassment is unwelcome behavior. It may consist of a single act or of multiple persistent or pervasive acts that are demeaning, abusive, or offensive, or create a hostile professional environment. Harassment may include sexual solicitation, physical advance, stalking, 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; or epithets, slurs, or negative stereotyping based on group identity.

Participants are encouraged immediately to report instances of harassment during an SEM meeting, program, or communication channel to the SEM Executive Director or an SEM Board member in accordance with the [Society's complaint procedures](#). Reports will be treated as confidential.

Violations of this policy may lead to actions such as removal from the meeting, program, or communication channel.

Note: This statement is adapted in part from the Anti-Harassment Policy of the National Humanities Alliance.