Music Library Association Code of Conduct

Purpose

The Music Library Association (MLA) is committed to providing all participants—national and chapter members, other attendees, speakers, exhibitors, staff, and volunteers—an inclusive and welcoming conference or event experience that is free from all forms of harassment. The purpose of this document is to articulate our values and ideals by describing and outlining expected behavior for those participating in spaces defined in the Scope section below. Along with the MLA Diversity Statement, it serves as encouragement of positive behaviors to engender a sense of equity, harmony, and enrichment within MLA communities.

Scope

This Code of Conduct is applicable to all MLA-sponsored spaces at the national and chapter level, including but not limited to: in-person and virtual conferences, events, meetings, and the MLA-L email distribution list. Participation in MLA-sponsored spaces will be considered acceptance to adhere to this Code of Conduct.

Expectations for MLA participants

MLA does not tolerate harassment of persons in MLA-sponsored spaces in any form; as such, all participants in MLA-sponsored spaces are expected to avoid activities that may constitute harassment related to sociocultural factors regarding individual and community identity, including, but not limited to: race, color, ethnicity, nationality, language or accent; sex, gender, sexuality; marital status, pregnancy, family relationship(s); disability; age; genetic information; religion; military or veteran status; professional or educational status; and political beliefs. Examples include:

- Racist, sexist, misogynistic, ableist, or similarly diminishing and othering language or behavior regardless of scale
- Misgendering, dead-naming, or otherwise intentionally mis-identifying someone
- Racism and racism denial
- Harassment of any kind such as stalking, following, harassing photography or recording, sustained disruption of talks or other events, yelling at or threatening participants (verbally or physically), inappropriate physical contact, and unwelcome sexual attention
- Re-traumatizing environments, words (of an intentional nature)
- Exclusion from opportunity to service and participation

Participants in MLA-sponsored spaces who are asked to stop the harassing behavior are expected to comply immediately.
Disclaimers
Discussion or critical examination of viewpoints, as well as the use of offensive imagery or language, may not, by itself, and in the context of scholarly communication and discourse, constitute harassment or hostile behavior.

Commitment to community
The commitment to building a community that fosters free and open collaboration in a safe and supportive environment is one that must be made by each member of the community. Upholding our code of conduct, practicing allyship, celebrating inclusiveness, openness, and collaboration, and engaging as an active bystander at any level are small actions each of us can take to fulfill this commitment. We understand that traditional practices and professional structures have been part of and often inherently uphold systemic oppression and marginalization of certain groups. We therefore do not prioritize continuation of “civil” or “professional” norms in behavior and language when they actually continue those biased and oppressive practices. Rather we value and uphold empathetic and sensitive practices that prioritize the valuation of human dignity. We also recognize the differences between intentions and impact, and make efforts to apologize and correct actions when they have a negative impact on others.

Allyship often begins with active listening, leaning into discomfort, and seeking concrete ways to make physical and online spaces more universally accessible and welcoming. Additionally, bystanders have the power to stop insensitivity and oppression and to get help for those who are affected. Active bystanders do not assume the role of judge, hero, or rescuer but rather interrupt, inquire, and offer support. We ask the MLA community, collectively and individually, to be alert to the welfare of those around you.

In the event of a conduct incident
Please see the document of recommendations for in the event of a conduct incident.

Where to go for help
[insert text]

What to expect when reporting
[insert text]

Who applies the code of conduct
See incident map.

Consequences of violation
[insert text]
Definition of terms

**MLA-sponsored** - Any event, forum, or space that is facilitated in whole or in part by the Music Library Association.

**Dead-naming** - “Deadnaming is when a person intentionally or accidentally calls a transgender or nonbinary person by a name they don’t use anymore, often their birth name. Deadnaming is a form of discrimination and a microaggression against transgender and nonbinary people.” (via Verywell Health)

References

MLA Constitution and Bylaws
MLA Diversity Statement
ACRL Code of Conduct Policy and Protocol
ACRL DSS Community Agreement
ALA Code of Conduct
ALA Online Code of Conduct
ARSC Conduct Policy and Procedure
IAML Code of Conduct
RUSA Proposed Changes: Behavioral Guidelines

Version History

2023-05-23: This version was revised and constructed by the 2022-2023 Code of Conduct Working Group.

This document will be assessed and revised every three years by the IDEA Committee in cooperation with the Board of Directors. This is to ensure accountability and relevance at every level of MLA.