

OAH SEXUAL HARASSMENT POLICY

Adopted December 23, 2019, by the OAH Executive Board

To read the full policy please go to
oah.org/about/governance/policies

The OAH is committed to fostering an environment free from discrimination, harassment, retaliation, and other forms of sexual misconduct. Our organization's collective professional and intellectual pursuits can only be realized when we treat one another with dignity and respect. To this end, the OAH prohibits discrimination, harassment, retaliation and other forms of misconduct on the basis of sex, gender identity, gender expression, and sexual orientation. The protections and prohibitions in this policy extend to any members and participants, including employees, contractors, vendors, volunteers, and guests taking part in OAH-sponsored events and activities. All members and participants, including employees, contractors, vendors, volunteers, and guests, shall engage in professional and respectful behavior and preserve common standards of professionalism.

Sexual Harassment. The OAH prohibits sexual harassment. Sexual harassment is behavior (speech or actions) in formal or informal settings that demeans, humiliates, or threatens an individual on the basis of their sex, gender, gender expression, or sexual orientation.

Sexual Misconduct. The OAH prohibits other forms of sexual misconduct. Sexual misconduct is a broad term encompassing any unwelcome behavior of a sexual nature that is committed without consent or by force, intimidation, coercion, or manipulation. [Note: Please read the full policy for the definition of "sexual harassment," "sexual misconduct," "consent," and "retaliation."]

The OAH will endeavor to keep all proceedings related to sexual discrimination, harassment, retaliation, or other forms of sexual misconduct confidential between the OAH, the parties, and witnesses. However, the OAH cannot guarantee absolute confidentiality of such proceedings. The OAH will cooperate with and otherwise share its knowledge and findings with public authorities as required by law. The OAH reserves the right to respond to authorized inquiries received from a member's employer concerning allegations, proceedings, and outcomes under this policy.

Reports of sexual misconduct and sexual harassment will be made to a complaints team. The complaints team includes:

Lara Vapnek	Beth A. English
Donald Rogers	Karen Barker

Complaints may be submitted to reports@oah.org or by calling (812) 269-6440.

CODE OF CONDUCT

To ensure the best possible experience for all members at the Virtual Conference, we have established some basic guidelines for participation.

By using the virtual conference platform, you agree that you have read and will follow these rules and guidelines. Please take a moment to acquaint yourself with these important guidelines. If you have questions, please contact the meetings department. In order to preserve an environment that encourages both civil and fruitful dialogue, the OAH reserves the right to suspend or terminate your access to the virtual conference for anyone who violates these rules.

The Rules

Be respectful of all attendees, speakers, and exhibitors.

The conference space should be used to discuss, connect, learn, and collaborate. Commercial messages and advertisements for goods and services are not allowed and will be deleted.

Use caution when discussing products. Information posted on the discussion groups is available for all to see, and comments are subject to libel, slander, and antitrust laws.

All defamatory, abusive, profane, threatening, offensive, or illegal materials are strictly prohibited. Do not post anything that you would not want the world to see or that you would not want anyone to know came from you.

Respect intellectual property. Only post content that you have personally created or have permission to use and have properly attributed to the content creator.

The OAH reserves the right to reject any post for any reason.

Chat Room Etiquette

All attendees, participants, and exhibitors will be able to chat in public or private. Private chats include the optional use of cameras and microphones.

Please note the following:

You may invite others to a private conversation but they are not obligated to accept. Please respect others preferences.

Any conversation of a sexual or abusive nature is strictly prohibited. Please refer to the OAH Sexual Harassment Policy.

Users may ignore (block) other users in a chat space by clicking on their name, selecting the gear icon and clicking on "ignore." Please note: the block feature only works within the session. Once you move to a different page you will have to re-block the individual.

Users may save transcripts of private conversations. In the chat box click the gear icon and select "Export Transcript."

Any reports of abusive behavior, sexual harassment, or sexual misconduct may result in immediate removal from the virtual conference.

Discussion Group Etiquette

All discussions groups use Zoom Meetings.

We encourage you to activate your camera in the discussion groups.

Please mute your microphone if you are not speaking.

Please speak clearly. The discussions will be ASR captioned by an automatic captioning service, helping those with hearing issues to follow the dialogue.

Please feel free to use the chat box for side conversations.