

**To:** SSSP Board Members  
**From:** Sarah Jane Brubaker, Chair  
**Date:** July 1, 2024

## **Report from the Anti-Harassment Committee**

The anti-harassment committee has met virtually four times this past year, and conducted many conversations via email. We are focusing our attention and efforts on a few key areas as indicated below.

### **Members**

- Sarah Jane Brubaker, Chair
- Brett Cumberbatch
- Andrea Miller
- Hadi Khoshnevis
- Devon Goss
- Kathryn Nowotny
- Faysal Olaitan
- Elroi Windsor, ex officio

### **Changes/Updates to Anti-Harassment Policy**

Based on previous complaints and current challenges, the committee has added language to the anti-harassment policy to address online behavior including Facebook posts on the SSSP page that was approved by the Board on June 4, 2024. We are anticipating forming a subcommittee to develop the professional/research ethics section. We have reviewed ASA's policy, which is very lengthy and detailed, and we want to potentially base ours on theirs.

### **Providing Pre-Conference Online Discussions of Anti-Harassment in July**

The committee has planned and scheduled two online pre-conference discussion sessions this summer that will:

- Enhance attendees' familiarity with the anti-harassment policy
- Introduce basic advocacy principles
- Introduce basic bystander and upstander intervention principles
- Use breakout sessions to discuss how to respond to policy violations at the conference

The sessions will be held on July 9 from 12-2 EDT and July 24 3-5 EDT. To date, 12 people have registered for the July 9 session and 11 for the July 24 session. Those who

participate in the sessions will be listed on the website and have a “heart” sticker on their nametag at the meeting designating them as individuals familiar with our anti-harassment policy and processes and trained to support members who experience harassment and are seeking help.

### **Annual Meeting Plans**

The committee is proposing additional strategies to further awareness of the anti-harassment policy, and to work toward a culture of respect, at the annual meeting including the following:

- Ribbons identifying anti-harassment committee members (ongoing practice)
- Ensuring that a committee member representative attends each major event and reminds attendees of the policy and expectations
- Providing each session’s discussant with a one-page community agreement to read at the start of the session reminding attendees of our commitment to a welcoming, encouraging and respectful experience for all presenters and audience members

\*\*\*\*\*

Respectfully Submitted,



Sarah Jane Brubaker, Chair (on behalf of Brett Cumberbatch, Andrea Miller, Hadi Khoshneviss, Devon Goss, Kathryn Nowotny, Faysal Olaitan, Elroi Windsor, ex officio)