

STATEMENT ON INCLUSIVENESS

The Society for Historians of the Early American Republic (SHEAR) is committed to being an inclusive, diverse, and equitable organization. SHEAR strives to treat all its members with dignity and respect and seeks to provide a community that is free from discrimination and harassment, whether based on race, color, sex, religion, national origin, age, disability, sexual orientation, gender identity, gender expression, pregnancy, marital status, or any other status or classification protected by federal, state, or local law. Discrimination and harassment within our profession are unethical, unprofessional, and constitute a threat to academic freedom.

CODE OF PROFESSIONAL CONDUCT

SHEAR strongly opposes discrimination and harassment, and because SHEAR hosts informational activities designed to promote the education of its members and the public, we encourage historians to speak out against such incidents.

Purpose

The purpose of this Code of Professional Conduct is to ensure a safe, welcoming, and inclusive environment, free of discrimination and harassment, for all members and participants during SHEAR's annual meeting (whether at an official or unofficial event or activity), in traveling to and from the annual meeting, other SHEAR events throughout the year, during SHEAR committee meetings, or in connection with performing committee or other official work for SHEAR committee work (whether in person, by telephone, or through electronic communication). All such events and activities referred to collectively herein as the "SHEAR Events and Activities."

To that end, SHEAR strictly prohibits discrimination and harassment against members and participants at all SHEAR Events and Activities, whether based on race, color, sex, religion, national origin, age, disability, sexual orientation, gender identity, gender expression, pregnancy, marital status, or any other status or classification protected by federal, state, or local law.

Any form of discrimination or harassment based on any status or classification protected by federal, state, or local law at SHEAR Events and Activities is a violation of this Code of Professional Conduct and undermines the atmosphere of trust essential to the academic environment.

It is unacceptable to condone discrimination or harassment or to disregard complaints of discrimination or harassment. Such actions or inactions may allow or promote a hostile environment and are inconsistent with the maintenance of academic freedom. Simultaneously, SHEAR recognizes that among historians and scholars who study and discuss difficult topics, there may be times when the display of offensive materials and the discussion of negative and even denigrating stereotypes and labels is reasonable for honest scholarly conversation.

Additionally, SHEAR requires all members and participants, including attendees, staff, contractors, temporary staff, vendors, exhibitors, venue staff, employees, volunteers, and guests, to engage in respectful behavior and to preserve SHEAR's standard of professionalism at SHEAR Events and Activities.

Expected Behavior

All participants are expected to comply with this Code of Professional Conduct at all SHEAR Events and Activities.

All participants are expected to abide by the norms of professional respect that are necessary to promote the conditions for free academic interchange.

If any participant witnesses or is subjected to a potential violation of this Code of Professional Conduct, the participant must immediately report the conduct as directed under this Code in the Complaint Process below. If any participant witnesses or is subjected to a situation in which someone may be in imminent physical danger, the participant must immediately alert staff, security personnel, or law enforcement, as appropriate.

Examples of Unacceptable Behavior (not intended to be exhaustive)

Sexual Harassment

Unacceptable behavior includes any form of sexual harassment, and SHEAR opposes sexual harassment in any setting. Sexual harassment of members or other participants at SHEAR Events and Activities is strictly prohibited under this Code of Professional Conduct. Sexual harassment includes behavior that demeans, humiliates, or threatens an individual on the basis of that individual's sex, gender, gender identity, gender expression, or sexual orientation. In the academic context, the term "sexual harassment" may be used to describe a wide range of behaviors, including (but is not limited to) the following:

- Gender-based or sexist remarks or behavior
- Intentionally misgendering someone or refusing to use a person's preferred pronouns
- Sexual advances linked to reward or accompanied by threat of professional harm or other forms of retaliation
- Persistent and unwelcome solicitation of emotional or physical intimacy
- Sexual assault

Other Forms of Harassment and Discrimination

Harassment and discrimination on the basis of any protected characteristic are also strictly prohibited under this Code of Professional Conduct. Harassment includes inappropriate, discriminatory, or harassing comments or actions based on race, color, sex, religion, national origin, age, disability, sexual orientation, gender identity, gender expression, pregnancy, marital status, and/or any other status or classification protected by federal, state or local law.

Examples may include (but are not limited to):

- Epithets, slurs, or negative stereotyping based on any protected status or classification
- Denigrating jokes and display or circulation of written or graphic material that denigrates or shows hostility or aversion toward an individual or group based on a protected status or classification

- Behavior that demeans, humiliates, or threatens an individual on the basis of any protected status or classification

Retaliation

Retaliation, retribution, or reprisal against any individual who in good faith reports any potential or actual violation of this Code of Professional Conduct or who assists or participates in any investigation under this Code is strictly prohibited. Any such retaliation constitutes a serious violation of this Code and will be subject to appropriate disciplinary action. Any person who witnesses or is subjected to retaliation must immediately report that conduct as directed under this Code of Professional Conduct.

COMPLAINT PROCESS

Any participant covered by this Code of Professional Conduct who believes they have witnessed or been subjected to any violation of it should immediately report the conduct via the web intake portal on SHEAR's website.

Upon receipt of a complaint under the Code of Professional Conduct, the SHEAR Ombuds (a hired contractor who is not a SHEAR member) will conduct a prompt, thorough investigation of the complaint as appropriate. Following investigation, the Ombuds will refer findings to the Executive Council to determine disciplinary action. If a member of the Executive Council is charged in the complaint, that person will be excluded from the reporting.

Every reasonable effort will be made to keep all matters related to the complaint and the investigation confidential, and investigations will be designed to protect the privacy of the parties concerned to the extent reasonably possible. It is, however, the Executive Council's duty to maintain records of the investigation and the complaint process for future reference by members of the Executive Council.

Disciplinary Action

Individuals who violate this Code of Professional Conduct will be subject to appropriate disciplinary action by the Executive Council, as will individuals who make complaints

under this Code in bad faith. Appropriate disciplinary action may include, but is not limited to, a verbal or written warning, censure, ejection from the annual meeting without refund of any applicable registration fees or costs, being banned from participating in future SHEAR Events and Activities, or expulsion from the membership in SHEAR.

Appeals

In the event that an individual is dissatisfied with any action taken as a result of the investigation, that individual may submit an appeal to SHEAR's Executive Council within thirty (30) days following the action. An appeal may be granted in the discretion of the Executive Council.

Questions

Any questions regarding this Code of Professional Conduct should be directed to the President of SHEAR.