

Anti-Harassment Policy

The National Humanities Conference, conducted jointly by the Federation of State Humanities Councils (FSHC) and the National Humanities Alliance (NHA), brings the public and academic humanities communities together in an atmosphere of professionalism and collegiality to share best practices, encourage collaboration, and inspire conversation on how we can best use the humanities to respond to local, national, and global challenges. Harassment of colleagues, guests, or other conference participants is inconsistent with the principles of free inquiry and free expression. Consequently, harassment is considered by FSHC and NHA to be a serious form of professional misconduct.

The following Anti-Harassment Policy outlines expectations for all who attend or participate in the National Humanities Conference.

Purpose. FSHC and NHA are committed to providing a safe and welcoming conference environment for all participants, free from harassment based on age, race, sex, ethnicity, national origin, religion, language, sexual orientation, gender identity or gender expression, disability, health conditions, socioeconomic status, marital status, domestic status, or parental status. "Participant" in this policy refers to anyone present at this conference, including staff, contractors, vendors, venue staff, FSHC and NHA members, and all other attendees.

Expected Behavior. All participants in the conference are expected to abide by this Anti-Harassment Policy in all conference venues, including ancillary events and official or unofficial 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 free exchange of ideas and information.
- If you witness potential harm to a conference participant, be proactive in helping to mitigate or avoid that harm.
- Alert conference security personnel or law enforcement if you see a situation in which someone might be in imminent physical danger.

Unacceptable Behavior. Harassment may consist of a single intense and severe act or of multiple persistent or pervasive acts which are demeaning, abusive, or offensive, or create a hostile professional environment. Harassment may include sexual solicitation, physical advance, 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.

Attendees are encouraged to immediately report instances of harassment during the National Humanities Conference to the FSHC President, Esther Mackintosh (emackintosh@statehumanities.org, 202/744-0467), or the NHA Executive Director, Stephen Kidd (skid@nhalliance.org, 301/613-7460). Reports will be treated as confidential. Violations of this policy may lead to removal from the conference.