

Management & Organizational Behavior Teaching Society

Policy on Harassment and Assault

Harassment and assault are forms of professional misconduct that impede us as individuals, and as a professional community, in fulfilling the mission of the Management & Organizational Behavior Teaching Society (“MOBTS” or the “Society”). The mission of the Society is to enhance the quality of teaching and learning across the management disciplines. MOBTS affirms its mission through an obligation and commitment to foster and support a professional environment whereby recognizing that failure to do so harms our profession, our professional credibility, the wellbeing of individuals, and the broader communities in which we live and work.

MOBTS affirms its desire to foster and support settings that promote opportunities to learn, teach, conduct research, and communicate research with integrity, respect, fairness, trustworthiness, and transparency at all organizational levels and in all research and professional endeavors. This includes all interactions within the Society, in academic and professional institutions, and with members of the public. MOBTS is not an adjudicating body; however, there are processes in place to support members seeking to address their grievances when unwanted behaviors occur in the context of MOBTS-sponsored events and activities (e.g. conferences, editorial activities, governance events). MOBTS supports proactive efforts to promote cultural norms that prevent harassment and assault within the Society. A non-exhaustive list of how to do this as a core aspect of our profession include:

1. responding to everyday sexism, misogyny, transphobia, and homophobia at our conferences and meetings;
2. building diverse and representative teams; putting historically marginalized people in positions of power; and
3. talking openly about harassment, assault, and violence.

Sexual harassment is defined in U.S. federal guidelines (Equal Employment Opportunity Commission, 2018) as “unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.” Importantly, the legal definition includes harassment that is sexist rather than only sexual: it can include offensive remarks about a person's sex, with this form being illegal when it is so frequent or severe that it creates a hostile or offensive work environment. In fact, the majority of sexual harassment is its sexist rather than sexual form, and has been tied to negative work and health consequences for victims. Sexual assault includes actual or attempted physical attacks (e.g., rape) and any type of sexual contact or behavior that occurs without the explicit consent of the recipient.

MOBTS’s Harassment and Assault Policy sets out an expectation of responsible professional conduct. It exists to cover all behavior of MOBTS members, staff, volunteers, contractors, exhibitors, and sponsors during MOBTS-sponsored programs or activities (including, but not limited to: meetings, publications, honors and recognition, and governance programs). This Policy also applies to any non-member who participates in a MOBTS program or activity.

This Policy on Harassment and Assault establishes guidelines for appropriate behavior for MOBTS members and issues a call for continuing awareness and education, as well as change within the Society. The Society will not tolerate harassment or assault of participants at MOBTS conferences or activities including, but not limited to attendees, speakers, volunteers, exhibitors, MOBTS staff members, service providers, or other meeting guests. By obtaining MOBTS membership, registering to present or attend MOBTS meetings, members and participants commit to maintaining respectful and ethical relationships in accordance with the MOBTS Policy on Harassment and Assault. MOBTS reserves the right to suspend, expel, or terminate a member for violating this Policy, to remove an individual violating this Policy from the annual conference without warning or refund, and to prohibit attendance at future MOBTS conferences, programs, and/or activities.

Expected Behavior at MOBTS Events

- Treat all participants, attendees, MOBTS staff, and vendors with respect and consideration, valuing a diversity of views and opinions.
- Be considerate, respectful, and collaborative.
- Communicate openly with respect for others, critiquing ideas rather than individuals.
- Avoid any personal attacks directed toward other attendees, participants, staff, and suppliers/vendors.
- Be mindful of your surroundings and of your fellow participants. Alert MOBTS board members or staff if you notice a dangerous situation or someone in distress.
- Respect the rules and policies of the meeting venue, hotels, MOBTS contracted facility, or any other venue.
- Employers should conduct job interviews in public spaces at hotels, classrooms, or convention centers, and not private hotel sleeping rooms or dorm rooms. Candidates who are invited to take part in interviews in such private spaces should contact MOBTS's Ombudsperson.

Unacceptable Behavior at MOBTS Events

- Harassment (including sexual harassment), bullying, or discrimination in any form will not be tolerated including, deliberate intimidation, stalking, or following; harassing photography or recording; inappropriate physical contact; unwelcome sexual attention; or advocating for, or encouraging, any of the above behavior.
- Physical or verbal abuse or harassment of any attendee, speaker, volunteer, exhibitor, staff member, service provider, or other meeting guest, also will not be tolerated. Examples of unacceptable behavior include, but are not limited to, offensive verbal comments directed at an individual related to gender, sexual orientation, gender identity, disability, physical appearance, body size, race, religion, national origin, or socioeconomic class or threatening or stalking any attendee, speaker, volunteer, exhibitor, MOBTS staff member, service provider, or other meeting guest.

Consequences of Unacceptable Behavior at MOBTS Events

- Anyone requested to stop unacceptable behavior is expected to comply immediately.
- MOBTS President (or designee) or security may take any action deemed necessary and appropriate, including immediate removal from the event without warning or refund.
- MOBTS reserve the right to prohibit attendance at any future event.
- Suspension, expulsion, or termination of MOBTS membership interest.

Responding to Unacceptable Behavior at MOBTS Events

- If you are the subject of unacceptable behavior or have witnessed any such behavior, you may notify an MOBTS Board member or MOBTS volunteer in a leadership position.
- If you witness harassment or assault, respond first to the affected person's needs and safety. Support that person if they choose to report the incident, but respect their decision to report or not report.
- You may notify the Ombudsperson or a MOBTS board member on site or by emailing your concern to MOBTS's Ombudsperson (Ombud@MOBTS.org)
- Anyone experiencing or witnessing behavior that constitutes an immediate or serious threat to personal or public safety is advised to contact 911 and locate a house phone and ask for security.
- An incident reported to a Board Member must be reported by that Board Member to the Ombudsperson and/or report to the Executive Committee of the Board that a complaint has been received.

In order to operationalize this policy, an MOBTS's Ombudsperson will be nominated by the President and approved by the MOBTS Board for a three-year term. This individual will have experience as an ombudsperson or will receive training. The Ombudsperson will present a report at each Board meeting. This may be accomplished in-person, via written-report, or virtual attendance.

Effective January 2019, the MOBTS's Ombudsperson will:

1. Receive complaints of harassment in the context of MOBTS settings and activities.
2. Report to MOBTS Executive Committee that a complaint has been reported.
3. Ascertain the view of the complainant to determine what outcome they want. Where appropriate, the Ombudsperson will refer the complainant to the police where there is evidence of possible criminal conduct.
4. Serve as a resource by, among other things, (i) educating the complainant on MOBTS's Policy on Harassment and Assault; and (ii) advising the complainant of publicly available anti-harassment resources.
5. If the complainant wishes for the Ombudsperson to actively participate in resolving the complaint, and with the complainant's consent, the Ombudsperson will discuss the complaint with the alleged harasser and give them an opportunity to respond to

the complaint.

6. Facilitate discussion between both parties either directly or through the Ombudsperson to achieve an informal resolution which is acceptable to the complainant.
7. Follow up after the outcome of the complaints process to determine whether the behavior has stopped.
8. Record the dates, times, and facts of the incident and the results of the resolution process.
9. Communicate and coordinate with the MOBTS Executive Committee, where appropriate and including consultation with the complainant, especially if there is clear evidence of a possible instance of harassment and/or assault in a MOBTS-sponsored setting or activity. Exercise caution in identifying the alleged perpetrator.
10. Be authorized, in consultation with the MOBTS Executive Committee, to deem a complaint to merit no further pursuit by MOBTS.
11. Make clear to any complainants that the Ombudsperson is not providing legal advice and that the availability of a MOBTS Ombudsperson is not intended to substitute for a complainant's either making use of other mechanisms for addressing complaints, for consulting expert legal advice, or for seeking formal legal redress.
12. Make clear to any complainants that it is not the Ombudsperson's role to assist individuals through their institution's or place of employment's internal mechanism for pursuing a complaint of harassment outside the context of MOBTS settings and activities.
13. Make clear to all parties that MOBTS can only promise confidentiality within the parameters of the law.
14. Make clear to all parties that participating in a complaint process is protected from retaliation under all circumstances.
15. Apprise the MOBTS Executive Committee of instances of harassment in MOBTS-sponsored settings and/or activities and, where appropriate, to consult with the Committee.
16. Be available, if necessary, to consult with a complainant rapidly, within a 24-hour period. In periods where this may not be possible, the Ombudsperson will designate a proxy.
17. Consult with MOBTS Legal Counsel if the appropriate course of action is unclear; and report findings to the MOBTS Executive Committee or designated staff liaison.
18. MOBTS will consult with the individual filing the complaint prior to taking any action.
19. Prepare two annual reports:
 - a. Report for the Board, containing general information about the number and types of complaints received. This report will be made available to MOBTS members.
 - b. A confidential report to be held securely in the MOBTS President's office describing each complaint received and action taken, with all identifying information removed. This confidential report may be consulted only by

officers of the MOBTS in the course of their duties on a need to know basis. MOBTS can only promise confidentiality within the parameters of the law.

A description of the Ombudsperson's role and their contact information will appear on the MOBTS website.

For incidents that occur outside the context of MOBTS-sponsored settings and activities, MOBTS members should seek out appropriate authorities with which to file claims of harassment and assault. MOBTS members should apprise themselves of the appropriate processes at their home institutions, as well as in the legal jurisdictions where fieldwork, meetings, and other business are conducted.

This Policy is not intended to constitute legal advice. In the event of any conflict between this Policy and applicable laws or institutional policy, the applicable laws or institutional policy prevails. Members and institutions are encouraged to seek their own counsel for advice regarding any specific situation.

Reference

Equal Employment Opportunity Commission.
https://www.eeoc.gov/laws/types/sexual_harassment.cfm; accessed 2 April 2018

Acknowledgments

The MOBTS Board endorsed this Policy on Harassment and Assault, which was posted online on November 19, 2018. The Policy was drafted by the MOBTS Executive Committee and approved by the MOBTS Board on October 20, 2018. It was adapted from the American Anthropological Association's Policy on Sexual Harassment and Sexual Assault dated June 1, 2018.