



# CODE OF CONDUCT

## INCLUSIVITY

a2ru values all people. We are committed to cultivating an inclusive environment, and strive to be a diverse and equitable community in which people's differences--whether race, class, gender identity, age, sexual orientation, religion, ethnicity, disability, or nationality--are valued and respected. Our primary goal is to advance the arts in higher education, but we recognize that higher education is, sadly, not accessible to everyone. The university has historically played a role in reinforcing our society's ableist, classist, racist, and sexist structure. Because of this, we can no longer work just to create a space for our community to cultivate its passion for art and research in universities; we must also push for a world in which all people have the freedom to access those universities and the opportunities they afford.

## ACADEMIC INTEGRITY

a2ru's annual meetings are meant to be a place where our members can circulate fresh ideas, have open dialogue, and receive constructive feedback. We want presenters to leave with a renewed passion for their projects and new knowledge they can use to improve them. If you hear something you want to include in your pedagogical framework, or that would fit well with your research, we have done our job! This goal, however, can only be achieved if we trust our community. As members share their intellectual property, please remember to adhere to copyright and citation guidelines. Additionally, always obtain permission before citing unpublished work. We strongly encourage collaboration, and hope to inspire connections amongst conference attendees. Just be sure to give credit to your source, or even better, use the opportunity to foster a relationship with a fellow a2ru member.

## SEXUAL HARASSMENT<sup>[1]</sup>

Sexual harassment is behavior that demeans, humiliates, or threatens an individual on the basis of their sex. It is unwanted attention that a recipient experiences as offensive or disruptive to personal well-being. Sexual harassment can include crude behavior (such as offensive statements, jokes, or gestures); dismissive or insulting modes or address (such as referring to a woman not by her name but as “honey”); unwelcome sexual attention (such as unwanted touching or repeated requests for dates); and coercion.

Sex-based harassment also takes nonsexual forms when an individual is targeted because of gender or gender expression. It singles out some members of the community as acceptable targets and as unworthy of respect. Harassment never occurs in a vacuum. Frequently, alienating behaviors including race- and religion-based harassments intertwine with sexual harassment.

Working to discern, for instance, whether a comment about appearance is aimed primarily at someone’s gender, sexuality, religion, or race mistakes how harassment can leave its impact on multiple levels.

If you have experienced any unwelcome behaviors, please contact the executive director ([flanigam@umich.edu](mailto:flanigam@umich.edu)) to discuss next steps. She will not discuss your report with anyone else, and reporting the incident does not obligate you to pursue any further action. a2ru’s goal is to listen, to offer support, and to jointly determine the best strategy for addressing the reported harassment. We recognize that we have limited ability to respond formally to charges of sexual harassment. However, we can ensure our community is a safe space, and we have an ethical responsibility to respond to reports of sexual harassment among our membership.

## ACCOMMODATIONS

a2ru wants to make sure everyone feels welcome at their events, and is taking steps to accommodate persons with disabilities. Presenters will be sent a set of guidelines to help make all presentations as accessible as possible. Should you need any accommodations, please contact a2ru’s Conference Director Charisse Willis at [a2ruconnect@umich.edu](mailto:a2ruconnect@umich.edu).

[1] Definitions taken from the Shakespeare Association of America “SAA Meeting Policies,” as listed in the June 2020 SAA Bulletin.

## SOCIAL MEDIA

We encourage you to use Twitter throughout the conference. The hashtag for this year's conference is #a2ruwhatsnext. When using Twitter, please keep the following in mind:

- As your tweets are public, please avoid remarks that would be considered inappropriate in a professional setting.
- Please respect the wishes of the presenter. If they do not want their work shared online, please do not do so.
- Presenters, be clear about your concerns. Especially in a virtual format, the audience may not have the opportunity to ask you about your sharing preference. If you would rather not have your presentation live-tweeted, let us know.
- If you do live-tweet someone's presentation, be sure to give them credit by using their full name or twitter handle.

## CONDUCT

a2ru wants all participants to be able to feel safe and respected at our gatherings. As such, we reserve the right to remove an individual from the annual convening, without a refund, if they engage in any of the following actions<sup>[2]</sup>

- engaging in biased, demeaning, intimidating, coercive, harassing, or hostile conduct or commentary, whether seriously or in jest, based on sex, gender identity or expression, sexual orientation, race, ethnicity, national origin, religion, marital status, veteran status, age, physical appearance, disability, power differential, or other identities
- engaging in personal attacks of any kind
- commenting on personal appearance
- intentionally talking over or interrupting others as a means of disregarding/undermining/obfuscating them (as distinct from unintentional interruptions motivated by enthusiasm or sudden insight)
- retaliation against reporting of conduct concerns or assisting in conflict resolutions
- disruption of the Annual Meeting or engaging in harm or threats of harm of any kind
- producing or distributing audio or visual recordings of the Annual Meeting in any medium
- producing or distributing photographs of presentations or materials without permission

[2] List taken, in part, from the American Association for the Advancement of Science Annual Meeting guidelines.