

The Southern Criminal Justice Association (SCJA) is committed to upholding the highest standards for respectful, professional norms and behavior and to fostering an inclusive climate. Consequently, harassment and unethical behavior at SCJA events is considered to be a serious form of misconduct.

The following Anti-Harassment Policy outlines expectations for all who attend and participate in SCJA events and meetings.

1. Purpose

SCJA is committed to fostering a safe, inclusive, respectful and welcoming environment for all members and participants, regardless of race, gender, sexual orientation, ability, ethnicity, socioeconomic status, age, religion or belief. "Participant" in this policy refers to anyone present at SCJA meetings or other sponsored events, including staff, contractors, vendors, exhibitors, venue staff, SCJA members and all other participants.

2. Expected Behavior

All participants at SCJA meetings or events are expected to abide by this Anti-Harassment Policy in all meeting venues, including SCJA sponsored-events at other conferences and official and unofficial social gatherings. Compliance with this policy includes the following:

- Abiding by the norms of professional respect that are necessary to promote the conditions for free academic interchange
- Agreement to alert relevant SCJA staff or security personnel if a situation arises where someone might be in imminent danger
- Reporting harassment that is witnessed at SCJA events through SCJA accepted reporting procedures

3. Unacceptable Behavior

Behaviors that violate the Anti-Harassment Policy include, but are not limited to, the following:

- Threats or actions that cause or threaten personal harm
- Threats or actions that cause or threaten professional harm, punishment or retaliation
- Intimidating, harassing, abusive, derogatory or demeaning speech or actions
- Prejudicial actions or comments that coerce others, foment broad hostility or otherwise undermine professional equity or the principles of free academic exchange
- Unwelcome solicitation of emotional or physical intimacy
- Deliberate intimidation or stalking
- Harassing photography or recording
- Sustained, unprofessional disruption of talks or other events
- Other intentionally disruptive behavior

4. Reporting Procedure for the Anti-Harassment Policy

If harassment is observed or reported to any SCJA member, conference attendee, or venue employee, and there is a question of immediate physical danger, steps should be taken to ensure immediate safety of all attendees and staff, regardless of any complaint procedure that may follow.

Participants who believe they have experienced or witnessed harassment or have been the target of unprofessional conduct, in violation of SCJA Anti-Harassment Policy, may submit a complaint using an online form (LINK) or emailing [_____](#). This can be done confidentially. An individual needing guidance on making a complaint can contact the SCJA Reporting Committee Director or member of the Executive Board.

PROPOSAL