

Society for Africanist Archaeologists: Sexual Harassment Policy 2016

Produced: Laura Basell, Scott MacEachern, Matthew Pawlowicz and Wendy Black

Purpose: DRAFT FOR CIRCULATION TO MEMBERSHIP

Date: 28/04/2016

Purpose and Objectives

The purpose of this policy is to outline the Society for Africanist Archaeologists' (SAfA) policy on sexual harassment. The Society has a diverse membership which make a valuable contribution to the life of the Society. SAfA has a zero tolerance policy towards sexual harassment in any of its forms as stated in its Code of Ethics (<Insert HTML link>).

What is harassment and what is sexual harassment?

Following the American Association for the Advancement of Science,

(<http://meetings.aaas.org/program/code-of-conduct/>) harassment in general includes:

“speech or behaviour that is not welcome or is personally offensive, whether it is based on ethnicity, gender, religion, age, body size, disability, veteran status, marital status, sexual orientation, gender identity, or any other reason not related to scientific merit. It includes stalking, unnecessary touching, and unwelcome attention. Behaviour that is acceptable to one person may not be acceptable to another, so discretion should be used to ensure that respect is communicated. Harassment intended in a joking manner still constitutes unacceptable behaviour. Retaliation for reporting harassment is also a violation of this policy, as is reporting an incident in bad faith”.

Following the UNHCR definition, sexual harassment more specifically comprises:

“unwelcome sexual advance(s), request(s) for sexual favours, and verbal or physical conduct of a sexual nature when (i) submission to or rejection of such advance(s), request (s) or conduct is made, either explicitly or implicitly, a term or condition of employment or as a basis of employment decisions; or (ii) such advance (s), request (s) or conduct (s) have the purpose or effect of interfering with an individual’s work performance by creating an intimidating, hostile, humiliating or sexually offensive work environment.” (UNHCR Policy on Harassment, Sexual Harassment and Abuse of Authority, April 2005.

[http://www.un.org/womenwatch/osagi/UN_system_policies/\(UNHCR\)policy_on_harassment.pdf](http://www.un.org/womenwatch/osagi/UN_system_policies/(UNHCR)policy_on_harassment.pdf)

Policy Scope

The scope of this policy relates to all members of the Society for Africanist Archaeologists. This policy is also applicable to the content of the Society’s bulletin, Nyame Akuma, the content of any other publications issued by the Society, the content of the Society’s website, and the content of any

other social media platforms operated by the Society (including SAfA Commons, Facebook, Twitter etc.).

Policy Statement

SAfA recognizes the valuable contribution its diverse membership makes to the Society. SAfA is therefore committed to providing a forum in which all members can participate without fear of sexual harassment. No member should be excluded, discriminated against or harassed owing to any of the following attributes: sex, relationship status, pregnancy, parental status, breastfeeding, sexual activity, gender identity, sexuality, family responsibilities, and/or association with, or relation to, a person identified on the basis of any of the above attributes. In short, SAfA has a zero tolerance policy towards sexual harassment. Members of SAfA will not tolerate, condone or ignore sexual harassment of any kind. Its members are committed to:

- Educating about sexual harassment and why such harassment is wrong.
- Supporting members when they talk about, report or challenge sexual harassment.

If any person, whether a SAfA member or not, feels that a member of the Society has violated this Sexual Harassment Policy the SAfA Executive Committee request they communicate their concerns to the President or Secretary of the Society. All such communications will be dealt with in a confidential manner. While the primary role for the Executive in such situations will be supportive and advisory, if the relevant authorities determine that harassment has occurred the Executive Committee may remove from the membership rolls any member whose acts are contrary to the ideals, objectives and accepted standards of the Society, in accordance with the By-Laws of SAfA.

Recommended “Best Practice”

SAfA recommends that all its members who organise any archaeologically related activity and especially those acting as Principal- or Co-Investigator, or Director of field projects ensure everyone involved in the endeavour are:

1. Aware of what constitutes sexual harassment
2. Aware of the SAfA code of practice on sexual harassment
3. Aware of laws of the country or countries in which they are working, relating to gender orientation and sexuality
4. Provided with a range of appropriate reporting mechanisms for inappropriate behaviour. It is strongly suggested that this should include both male and female contacts, should not only be those in positions of power within the fieldwork context and should include external contacts. The SAfA Executive Committee are happy to be listed as potential external contacts, but please inform us should you do this.

This recommendation is made with the view that those in positions of authority should behave with consideration toward those under their authority, while all team members should strive to promote the success of the broader undertaking.