



Federation for the Humanities and Social Sciences

CONGRESS CODE OF CONDUCT

April 2019

The Federation for the Humanities and Social Sciences (the “Federation”) works actively to foster a diverse, welcoming and inclusive global community of scholars and practitioners, and is therefore dedicated to the creation of a safe, respectful and collegial experience for all participants in the annual Congress of the Humanities and Social Sciences (“Congress”).

All participants — attendees, speakers, sponsors, staff and volunteers included — at events run by the Federation are required to agree with this Congress Code of Conduct. We will enforce this Code throughout the event, and we expect cooperation from all participants to help ensure a safe environment for everybody.

It is the policy of the Federation that all participants in Congress activities are entitled to enjoy an environment free from all forms of discrimination, harassment and retaliation. The Federation is committed to providing an atmosphere that encourages free expression and the exchange of ideas, as well as open, critically engaged, and what can sometimes be challenging discourse.

The Federation is dedicated to providing a harassment-free Congress experience for everyone, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, or religion (or lack thereof). We do not tolerate harassment of Congress participants in any form.

Harassment includes offensive verbal comments related to gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion, sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention. Participants asked to stop any harassing behavior are expected to comply immediately.

Congress participants violating these rules may be sanctioned or expelled from the event *without a refund* at the discretion of the Federation.

If a participant engages in harassing behavior, the Federation may take any action it deems appropriate, including warning the offender or expulsion from Congress with no refund.





If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of the Federation event management team immediately at congress@ideas-idees.ca. The Federation will investigate and address concerns, complaints and incidents in a fair and timely manner, while respecting participant privacy as much as possible. Such investigation may involve internal and/or external resources as appropriate, including the host university administration (if the individuals involved has a contractual relationship with the host university) or with the institution(s) of the individual(s) involved. Our team will help participants contact hotel/venue security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of Congress.

We expect participants to follow these rules at Congress, including at off-campus venues and at Congress-related social events. By attending a Congress event, you are hereby agreeing to the Congress Code of Conduct. We value your attendance and safety, and will do everything in our power to make sure that your experience at our events is a positive one.

