

IAAE's Anti-Harassment Policy

May 28, 2020

Policy Statement

The International Association of Agricultural Economics (IAAE) is a not-for-profit association serving professional interests of its members who are diverse with regard to race, gender, national or ethnic origin, religion, age, marital status, sexual orientation, and disability. We seek to provide a professional climate for our members where everyone is treated with respect.

The IAAE prohibits any kind of discrimination or harassment, including sexual harassment, in the course of all its professional activities, including all meetings mandated in its Constitution, all conferences and other scholarly meetings, and all publications in any form, including its journal and its newsletters, and on its website.

Definitions of Harassment

Harassment

Harassment includes, but is not limited to, insults, insinuations, or negative stereotyping; threatening, intimidating, or hostile acts; denigrating jokes and display or circulation of written or graphic material that denigrates or shows hostility toward any member of the IAAE or any non-member participating in any activity under the aegis of the IAAE.

Sexual Harassment

Sexual harassment is the unwelcome presence or suggestion of sexual advances, requests for sexual favors, and other conduct of a sexual nature in a professional setting.

Discrimination

Discrimination is bias towards a member of the IAAE or a non-member participating in IAAE sponsored activities that results in denial of professional opportunity or unfair treatment in their professional activities, on the grounds of demographic characteristics that are irrelevant to a person's competence. Some examples include discrimination based on race, gender, age, caste, national and ethnic origin, religion, disability, gender identity or expression, sexual orientation, or political belief.

Scope of the Policy

This Policy applies to all attendees at IAAE events, including members, students, staff, job market participants (applicants and employers), contractors, exhibitors and guests and invited speakers, who are participating in sessions, social events and tours at any IAAE annual meeting, symposia and other activity, regardless of location.

This Policy applies to all cases involving allegations of harassment and/or discrimination that may occur at any IAAE sponsored and affiliated events, (e.g.in the operations of its Journal, or on the IAAE website).

The protections in this policy apply regardless of professional status or rank, race, gender, age, national and ethnic origin, religion, disability, gender identity or expression, sexual orientation, or political belief.

Anti-harassment Committee

IAAE is establishing an Anti-harassment Committee (“The Committee”) to address any issues related to harassment, sexual harassment, and discrimination at any IAAE sponsored and affiliated events or on the IAAE website. The President will recommend a slate of committee members to the IAAE Board for appointment. This committee will consist of six elected members representing diverse membership of the IAAE. Students attending ICAEs may be co-opted on an ad hoc basis at the conferences. The Committee will also include a representative of the IAAE Board of Directors. Members will be elected for a three year term each. The members of the Committee will choose a chair, who will conduct regular meetings of The Committee and oversee its activities. The policy is on the IAAE website and its acceptance is a precondition for participation in all IAAE events.

During the inaugural session of each IAAE triennial meeting, the chair of the Anti-harassment Committee will introduce herself/himself and make a prepared statement introducing the policy and its purpose.

Reporting

An individual being harassed, or who notices someone else being harassed, or has concerns about discrimination at the IAAE annual meeting or another IAAE sponsored activity, should contact a member of the Anti-harassment Committee or a member of IAAE Board immediately either in person or through the anti-harassment portal on the conference app. At annual or triennial meetings members of the Anti-harassment Committee can be identified by their badges or ribbons describing their status. Their names, titles, and contact information are also listed on the IAAE website. Complaints can be initially made verbally but should be followed up with a written complaint to the Anti-harassment Committee.

The complaint should include the name of the complainant and name of the person being harassed, if they are different from the complainant, name of the harasser, and a description of the inappropriate conduct experienced or observed. Statements by witnesses, if any, should also be included. Any supporting materials should also be included. Copies of electronic communications should be included to the extent possible.

Investigation Process

Once the complaint is received, the individual receiving the complaint will immediately inform the chair of the Anti-harassment Committee. The Chair of the Anti-harassment Committee will conduct an initial investigation and inform the IAAE President about all complaints.

Proceedings of the Anti-harassment Committee will be conducted in a confidential manner to guard the identity of the complainant, the whistleblower, if applicable, and the accused.

In case the complaint involves a prima-facie criminal act, such as an assault, the appropriate local law enforcement agency will be immediately informed.

If the complaint does not involve prima-facie criminal conduct, the complaint will be explained by the chair of the Anti-harassment Committee to the alleged offender, who will also be provided a copy of the written complaint.

The alleged offender will be given an opportunity to provide their response to the complaint, which can include providing their own evidence and names of their witnesses.

In case the facts of the complaint are disputed, the investigator may talk to the witnesses listed by the complainant and the alleged offender, if any. The investigator may also seek counsel.

Once the investigation is complete, the investigator will review their findings with other members of the Anti-harassment Committee, which will recommend further action if needed.

The Anti-harassment Committee will send the investigator's report along with their recommendation for further action to the President of the IAAE.

Disciplinary Action

The IAAE President, in consultation with the IAAE Board of Directors, may take disciplinary action along a continuum from a verbal warning to expulsion from a specific IAAE activity to expulsion from the IAAE and a ban from participation in all future IAAE activities, even as a guest. The IAAE may inform the employer(s) of the person responsible for the harassment about action taken and why. Offenders ejected from at the IAAE meetings or conferences will not receive a refund of any fees paid.

Candidates for elected office and leadership positions and appointees for committee assignments who are found to be in violation of this policy will be barred from holding office and service assignments within the IAAE.

Reporting Without Fear of Retaliation

No IAAE member or non-member participating on activities under the aegis of the IAAE will be retaliated against for reporting harassment or being a whistleblower. This no-retaliation policy applies even when the complaint is determined to be unfounded after investigation. Retaliation may be the subject of a further complaint to the Committee.