

North American Association for the Study of Religion (NAASR) Code of Conduct

INTRODUCTION:

It is the policy of the North American Association for the Study of Religion (NAASR) that members of the Association are expected to perform, behave, and conduct themselves at all times in a manner that reflects the highest standards of ethical behavior. The ethical standards contained in this policy shape the culture and norms of NAASR's operations and both members of the Executive Council and members at large will be held fully accountable to these standards. In addition to the specific guidelines contained in the policy, members are expected to follow the ethical standards required by any other ethical or legal mandates as dictated by their particular research field and/or academic institution. The purpose of this Code of Conduct is to ensure that all members' actions – both at NAASR sponsored events and events at which NAASR members are present and representing the Association – reflect a competent, respectful, and professional approach. It is expected that members will at all times act in compliance and accordance with all federal, state, and local regulations in accordance with guidelines set forth in this policy. As detailed below, violations of the policies and procedures contained within this Code of Conduct can lead to disciplinary action or sanctions, up to and including expulsion from the Association.

NON-DISCRIMINATION POLICY

NAASR does not tolerate any form of discrimination on the basis of an individual's race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, citizenship status, or veteran status. NAASR provides equal opportunity, access, and membership without regard to race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, genetic information, marital status, citizenship status, amnesty, or status as a covered veteran in accordance with applicable federal, state, and local laws. NAASR conforms to all applicable federal and state laws, rules, guidelines, and regulations for every event it holds, attends, or participates in. NAASR assures that all applicants for membership and all individuals seeking appointment to the Executive Council and/or Officer positions are given equal consideration based solely on Association-related factors, such as qualifications, experience, performance, and availability. Lastly, NAASR expressly prohibits any form of unlawful discrimination against its members and any other individuals involved in, or in attendance at, NAASR sponsored events on the basis of race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, citizenship status, or veteran status.

SEXUAL HARRASMENT AND ASSAULT POLICY

Pursuant to Title IX of the Education Amendments of 1972, "no person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance." Using the guideline of Title IX in all NAASR events (regardless of country), NAASR is committed to providing its members and all others who attend or participate in NAASR events with an environment free from sexual harassment, assault, or gender discriminatory behavior.

It shall be a violation of this Code for any member of NAASR or one of their guests to harass, assault, or discriminate against another individual, regardless of their affiliation with NAASR, while at a NAASR sponsored event or while at an event at which NAASR members are present and representing the Association. Acts of sexual harassment, assault, or inappropriate relations are prohibited at all times while at a NAASR sponsored event or while at an event at which NAASR members are present and representing the Association.

If you believe that you have been subject to sexual harassment, assault, or gender discriminatory behavior by a fellow member, guest of a member, or by anyone else while at a NAASR sponsored event or while at an event at which NAASR members are present and representing the Association, please report your concerns immediately to any member of the NAASR Executive Council.

In conjunction with implementation of these policies and procedures, NAASR will establish an ad hoc Investigative Committee. The Investigative Committee will be responsible for fully investigating any complaint or report of harassment, assault, gender discrimination, or retaliation. The Investigative Committee will further be responsible for making and issuing any determination they deem appropriate as a result of their investigation, and also for effectuating any disciplinary action or sanctions deemed appropriate as a result of their findings. The Investigative Committee will consist of five (5) members: the President, Vice President, Executive Secretary, and two senior voting members of the Executive Council (as determined by length of time in the Council). In the event that any of those five (5) members are the subject of the complaint in question or have any other conflict of interest, those members will be removed from the Committee and replaced by any other Executive Council member so chosen by the majority of the remaining Committee members.

Once a complaint of sexual harassment, assault, gender discrimination, or retaliation has been filed, the Investigative Committee will conduct an investigation. The nature and extent of the investigation will depend upon the complaint. The intent is to obtain further information about the events/conduct complained of, to enable the person(s) named in the complaint to tell their side of the story, to determine whether discriminatory harassment has in fact occurred, and to develop an appropriate resolution. The complainant may be asked to put the complaint in writing, or the person to whom the complaint is made might take notes and ask them to be reviewed and signed by the complaining individual. All members are expected to cooperate with any NAASR investigation of a complaint of sexual harassment, assault, or gender discrimination. Any member who is determined to have committed sexual harassment, assault, gender discrimination, or retaliation, or who fails to cooperate with an Investigative Committee investigation will be subject to disciplinary action or sanctions, up to and including expulsion from the Association.

Retaliation against any individual who brings forth a complaint of sexual harassment, assault, or gender discriminatory behavior, who opposes such harassment, assault, or behavior, or who provides information in good faith regarding another individual's complaint, will not be tolerated. Any such retaliatory action will subject the member in question to disciplinary action or sanctions, up to and including expulsion from the Association.

PROFESSIONAL STANDARDS AND ETHICAL CONDITIONS OF MEMBERSHIP

All members are expected to meet following professional and ethical standards and rules:

- 1) Members will conduct themselves in a professional, ethical, and moral manner.
- 2) NAASR members will at all times operate themselves in a fair and honest manner. They will not exploit or mislead, and will be faithful to their word and their obligations to both NAASR (as described by NAASR bylaws and the NAASR Code of Conduct) and in representation of their respective educational institution. To the extent a member is disciplined, sanctioned, or terminated by his or her respective institution, NAASR reserves the right to take disciplinary action against the member.
- 3) Beyond acting ethically themselves, NAASR members are expected to take proactive steps where possible and appropriate toward preventing the unethical conduct of others, by means that might include but are not limited to consulting with, referring to, and cooperating with other professionals and professional organizations. NAASR members will clarify their professional roles and obligations and be accountable for upholding professional standards of practice.
- 4) Members may not accept gifts of value from individuals outside the Association that may reasonably be construed as influencing their conduct regarding NAASR related activities and initiatives.
- 5) Members may not take, borrow, or remove Association property or personal property not belonging to them from the Association without permission of the President.
- 6) If any member becomes aware of a conflict of interest between the member and the Association, or between the member and another member, the member must immediately bring the conflict of interest to the attention of the Executive Council and should recuse themselves from any additional business or communications that give rise to, or relate to, the conflict of interest.
- 7) Members may not in any way plagiarize any documentation or oral presentations obtained or produced as part of Association business, and may in no way put forth scholarly work as part of Association business that has been plagiarized in any form or fashion.
- 8) Members must respect the privacy of all other members and the guests of any members.
- 9) Members must protect personal and confidential information concerning the Association's business, relationships, members, and guests of members.
- 10) Members shall not disclose confidential information unless at the Association's request and/or when authorized by law. Appropriate use of member information for research purposes must be obtained with the full informed consent of members prior to publication.
- 11) Members are obligated to comply with any other ethical or professional standards, obligations, and mandates that arise in their particular field of study or research.