

Policy Statement

This document defines the harassment policy of the League of Professional System Administrators (LOPSA).

LOPSA is committed to advancing the practice of system administration, to supporting, recognizing, educating, and encouraging its practitioners, and to serving the public through education and outreach on issues related to system administration.

Harassment and discrimination are inherently incompatible with those core values and goals, and their use by or against a member of this organization shall not be tolerated.

All members have a right to exist in a professional environment free from discrimination and harassing conduct, including sexual harassment. Harassment on the basis of a member's **race, color, creed, ancestry, national origin, age, disability, sex, arrest or conviction record, marital status, sexual orientation, membership in the military, or the use or nonuse of lawful products away from a professional setting is expressly prohibited under this policy.**

This policy will be presented to all current members and to all future members as part of the new member package. All LOPSA Locals chapters will also be held to these standards, as will all events organized under the LOPSA banner.

Definitions

In general, harassment means persistent and unwelcome conduct or actions on any of the bases emphasized above. Sexual harassment is one type of harassment and includes unwelcome sexual advances, unwelcome physical contact of a sexual nature, or unwelcome verbal or physical conduct of a sexual nature.

Unwelcome verbal or physical conduct of a sexual nature includes, but is not limited to

- The repeated making of unsolicited, inappropriate gestures or comments;
- The display of offensive sexually graphic materials not necessary for our work;

Harassment on any basis (race, sex, age, disability, etc) exists whenever

- Submission to harassing conduct is made, either explicitly or implicitly, a term or condition of an individual's employment.
- Submission to or rejection of such conduct is used as the basis for an employment decision affecting an individual.
- The conduct interferes with an employee's work or creates an intimidating, hostile, or offensive work environment

Recognizing Harassment

Harassment may be subtle, manipulative, and is not always evident. It does not refer to occasional compliments of a socially acceptable nature. It refers to behavior that is not welcome and is personally offensive. All forms of gender harassment are covered. Men can be sexually harassed; men can harass men; women can harass women.

Offenders can be members or non-members, individuals in positions of leadership, or event organizers. No one has the right to make someone else feel uncomfortable.

Some Examples

Verbal:

Jokes, insults and innuendoes (based on race, sex, age, disability, etc), degrading sexual remarks, referring to someone as a stud, hunk, or babe; whistling; cat calls; comments on a person's body or sex life, or pressures for sexual favors.

Non-Verbal:

Gestures, staring, touching, hugging, patting, blocking a person's movement, standing too close, brushing against a person's body, or display of sexually suggestive or degrading pictures, racist or other derogatory cartoons or drawings.

Grievance Procedure

Any member who believes he or she is being harassed, or any member who becomes aware of harassment should promptly notify an authority figure appropriate for the medium that the harassment occurred in.

For example, at a conference, a conference organizer should immediately be made aware, or a meeting organizer at a LOPSA Local. If the authority figure is the harasser, or the member feels uncomfortable discussing the situation with them, then the LOPSA Board of Directors should be contacted at board@lopsa.org.

Upon notification of a harassment complaint, a confidential and impartial investigation will be promptly commenced and will include direct interviews with involved parties and where necessary, with members who may be witnesses or have knowledge of matters relating to the complaint. The parties of the complaint will be notified of the findings and their options.

Non-retaliation

This policy also expressly prohibits retaliation of any kind against any member bringing a complaint or assisting in the investigation of a complaint. Such members may not be adversely affected in any manner related to their membership.

Disciplinary Action

LOPSA views harassment and retaliation to be among the most serious breaches of professional behavior. Consequently, appropriate disciplinary or corrective action, ranging from a warning to a revocation of membership and a ban from LOPSA-organized activities both online and in person, can be expected.