

Code of conduct committee efforts, July 2018 - June 2019

Members:

Andrea Case
Kelly Zamudio
Jodie Wiggins
Brian O'Meara
Gina Baucom (Nov 2017–Sept 2018),
Sharon Strauss (Sept 2018–present)

The committee met approximately monthly via Skype, with substantial work done between sessions.

Main efforts:

- Drafted Code of Conduct procedures, received feedback, modified them, and submitted to the societies for approval
- Code of Conduct community awareness
 - Worked with evolution planning committee to have reporting button in meeting app, a room for Dr. Marts to use, and required consent in meeting registration
 - Drafted manuscript describing the Code of Conduct creation process for the three societies to provide a roadmap for others
 - Created and distributed transparency report for events from Evolution 2018
- Proposing and launching Evo Allies program
 - CoCC solicited nominations from society leadership
 - 30+ total nominees from all three societies
 - Sherry Marts vetted the nominees (all passed, several declined to participate this year for scheduling reasons) and is providing training for Evo Allies and society leadership
 - 6 Evo Allies completed webinar training and 20 will complete on-site training the day before the conference and will serve as Evo Allies for the meeting
 - All society officers will have been trained by the start of the meeting
- Processing and dissemination of results of a survey inquiring about experiences with harassment, belittlement, and assault at Evolution sent to all society memberships and recent meeting participants in May 2018
 - Poster will be presented by CoC members at all three poster sessions at Evolution 2019
 - A detailed manuscript is in prep
 - A report was prepared and disseminated to society leadership in January 2019.
- Materials for Code of Conduct awareness at Evolution 2019
 - Buttons to designate Evo Allies

- SafeEvolution buttons for attendees to show support
- Powerpoint slides between talk sessions
- Posters and other displays throughout conference venue reinforcing the Code of Conduct and providing information on how to report

Work for next year, and why:

- Move to public call for Evo Allies
 - In year 1, our focus was a successful launch with known individuals; in future years, having more community buy in is important, so it does not seem (and doesn't become) exclusive
- Publish survey report
 - Highlight areas of greatest need
- Incorporate improvements
 - There will be problems discovered: cases not addressed, areas where there is uncertainty, issues that prevent good results. Incorporate these into changed codes for next time, then submit to societies for feedback and eventual approval

Supporting Development of the CoE

A problem at conferences this year was people who have been clearly shown to have harassed individuals, up to the point of being forced out of their positions, still choosing to attend conferences with their victims. One such instance was at the Society for American Archaeology meeting (covered in *Science* [1]). The Code of Ethics committee is working on a general code that regulates what ethical behavior is expected of members of the societies and attendees at society-sponsored events, and this will likely cover what sort of sanctions by societies are associated with inappropriate behavior to members or others outside the context of meetings or other events. However, in the interim, the Code of Conduct committee proposed a temporary rule that allows the Safety Officer to include information from outside the conference when looking into a report. SSE and ASN approved the rule; SSB rejected it. Since we work on a basis where unanimity of the societies is required, the rule is not in place.

The discussions surrounding the SAA incident and the temporary CoE vote have made it clear that a functional, discussed, and vetted CoE needs to be in place by the 2020 meetings in Cleveland. The members of the Code of Conduct committee invite discussion on how best we can facilitate this process.

[1]: <https://www.sciencemag.org/news/2019/04/archaeological-society-tries-stem-continuing-controversy-over-metoo-scandal>