

VLACRL Anti-Harassment Policy Statement

VLACRL members believe that the best problem-solving and critical thinking happens when people with a wide array of experiences and perspectives come together to work in comfort and safety as peers. We therefore expect participants in the VLACRL community to help create thoughtful and respectful environments where that interaction can take place.

VLACRL Principles of Good Conduct

VLACRL strives to provide collaborative experiences free from all forms of harassment, and inclusive of all people. The use of welcoming language, accepting critique graciously and offering it constructively; giving credit where it is due; and staying alert to the welfare of those around you are ways everyone can help VLACRL achieve this goal.

Behaviors that may constitute harassment can include unwelcome or offensive verbal comments or nonverbal expressions related to: age; appearance or body size; employment or military status; ethnicity; gender identity or expression; individual lifestyles; marital status; national origin; physical or cognitive ability; political affiliation; sexual orientation; race; or religion. Harassment can also include use of sexual and/or discriminatory images in public spaces (including online); deliberate intimidation; stalking; following; harassing photography or recording; sustained disruption of talks or other events; bullying behavior; inappropriate physical contact; and unwelcome sexual attention.

VLACRL believes that sexual, discriminatory, or potentially triggering language and imagery are generally inappropriate for any VLACRL event. However, this policy is not intended to constrain responsible scholarly or professional discourse and debate. We welcome engagement with difficult topics, done with respect and care.

VLACRL's Promise

VLACRL will not tolerate harassment within our community. If you are being harassed, notice that someone else is being harassed, or have any other related concerns, please contact VLA Executive Director, Lisa Varga <vla.lisav@cox.net> or a member of the VLA Executive Committee immediately. They will assist participants by contacting campus/hotel/venue security or local law enforcement, providing escorts, or otherwise helping those experiencing harassment to feel safe for the duration of the event. To report incidents after our events, in online venues, or on-site but in the absence of a staff or Board member, please contact VLA's Executive Director, Lisa R. Varga <vla.lisav@cox.net>. However, if you or others are in imminent danger, please first phone emergency services at 911.

All reports and inquiries will be handled confidentially. Anonymous reports may be submitted through this link: <https://www.surveymonkey.com/r/SX5FV3G>. Participants who are asked to stop harassing or intimidating behaviors are expected to comply immediately. Those who violate our Anti-Harassment Policy Statement may be warned, sanctioned, or expelled at the discretion of the organizers. VLACRL may also notify the accused person's employer of the reported incident.

We value your presence and constructive participation in our shared community and thank you for your attention to the comfort and safety of fellow VLA collaborators and attendees.

VLACRL's Anti-Harassment Policy Statement is based heavily on the work of ASERL;
see
http://www.aserl.org/wp-content/uploads/2018/03/ASERL_Code_of_Conduct.pdf

ASERL's Code of Conduct is based heavily on the work of the Digital Library Federation; see <https://www.diglib.org/about/code-of-conduct/>.

DLF's Sources of inspiration: Geek Feminism; DHSI; Code4Lib; ALA; LITA; AMIA; SAA; US OpenGLAM; ADHO; Recurse Center; Contributor Covenant; Vox Media; Scholars' Lab.