

# Statement on Conduct\*

ANZSA strives to be an inclusive and welcoming point of contact for a diverse membership of scholars, teachers, practitioners, and students from different backgrounds. The Association takes seriously any instance of disrespectful, dismissive, patronizing, or harassing behaviour—whether in speech or act, whether in formal or informal settings, and whether based on gender, sexuality, race, ethnicity, religious affiliation, ability, status, or age. Those who are the targets of harassment should feel encouraged to be heard, supported, and assisted.

## Definitions

Sexual harassment is behaviour that demeans, humiliates, or threatens an individual on the basis of their sex. It is any unwanted attention that a recipient experiences as offensive or disruptive to personal well-being. Sexual harassment can include crude behaviour (such as offensive statements, jokes, or gestures); dismissive, insulting, or demeaning modes or address; unwelcome sexual attention (such as unwanted touching or repeated requests for dates); and coercion.

Sex-based harassment also takes nonsexual forms when an individual is targeted because of gender or gender expression. It singles out some members of the community as acceptable targets and as unworthy of respect. Harassment never occurs in a vacuum. Frequently, alienating behaviours including race- and religion-based harassments intertwine with sexual harassment. Working to discern, for instance, whether a comment about appearance is aimed primarily at someone's gender, sexuality, religion, or race mistakes how harassment can leave its impact on multiple levels.

ANZSA emphasizes the importance of adopting a fully intersectional understanding of sex-based harassment. Harassment not only sabotages the individual; it also damages the Association by discouraging participation in the Association's activities and conferences, and by compromising the free exchange of ideas that is at the core of the Association's statement of purpose (see Article III of the Association's constitution).

## Respect

All of the spaces into which ANZSA conferences extend must be treated as sites of professional conduct, and the values of respect, equity, and non-discrimination should inform all conduct in the conference room, lecture room, lunch space, theatre, or any other venue for conference activities, as well as any social setting where delegates are gathered during a conference. As a general principle, the Association expects that all members should aspire to treat each member as having an equally valuable contribution to make, respecting each other and the broadly interdisciplinary nature of Shakespeare studies and practice.

## What to Do if You Have Been Harassed

ANZSA seeks to provide meaningful support to members who have experienced any form of harassment at the conference or related events. If you have experienced any unwelcome behaviours, please contact any member of the Executive of the Association, who can serve as a sounding board, confidante, and informal adviser, and can confer with you confidentially about possible next steps. A report of an incident of harassment does not obligate the reporter to pursue any further action. The Association will strive above all to provide support and to strategize to end the harassment in question. As a voluntary group with limited resources, the ANZSA Executive unfortunately has minimal scope to respond formally to charges of sexual harassment or other discriminatory behaviours. Nonetheless, within these constraints the Association through its Executive will follow its professional and ethical responsibility to respond to reports of sexual harassment or discrimination among its membership.

Any member who seeks to use the ANZSA conference as a platform to harass or discriminate against another member can expect to be barred from future participation in the activities of the Association.

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\* ANZSA wishes to thank the Shakespeare Association of America for the use of their policies as the template from which the ANZSA statements have been developed.