ESA ethical guidelines


Code of conduct for this ESA conference

ESA is dedicated to providing a welcoming and harassment-free conference experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion, nationality, or the presence of or care for dependents. We do not tolerate harassment of conference participants in any form. Conference participants violating these rules may be sanctioned or expelled from the conference at the discretion of the conference organizers who are responsible for ensuring a safe environment for everyone.

Harassment includes, but is not limited to:
- Verbal comments that reinforce social structures of domination related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion, nationality
- Sexual images in public spaces
- Deliberate intimidation, stalking, or following
- Harassing photography or recording
- Sustained disruption of talks or other events
- Inappropriate physical contact or unwelcome sexual attention
- Advocating for, or encouraging, any of the above behaviour

Ethics committee

To facilitate implementing the code of conduct and to foster a climate of inclusion we have an ethics committee that can be contacted anytime. Here is their contact information:
Ethics Officer: Catherine Eckel (ceckel@tamu.edu)
Ethics committee: Catherine Eckel (ceckel@tamu.edu), Seda Ertac (sertac@ku.edu.tr), Laura Gee (laura.gee@tufts.edu), and Charles Noussair (cnoussair@arizona.edu).

Enforcement

Participants asked by the conference staff or by anyone in the ethics committee members to stop any harassing behavior are required to comply immediately. If a participant engages in harassing behavior, event organizers retain the right to take any necessary actions to keep the ESA conference a welcoming environment for all participants. This includes warning the offender or expulsion from the conference. Organizers may take action to redress anything designed to, or with the clear impact of, disrupting the event or making the environment hostile for any participants. We expect participants to follow these rules at all event venues and event-related social activities. Additionally, participants asked by another attendee to stop any behavior perceived as harassing, threatening or otherwise unpleasant are expected to comply within reasonable limits. If a participant considers such a request unreasonable, they may raise it with the ethics committee.

Reporting

If someone makes you or anyone else feel unsafe or unwelcome, please report it as soon as possible. Harassment and other code of conduct violations reduce the value of our event for everyone. People like you make our scientific community a better place, and we want you to be happy here.
Harassment or non-inclusive behavior is defined by you. So, do not hesitate to report something because someone else thinks the behavior is “reasonable”. That person may not share your protected characteristic(s).
You can make a report either personally or anonymously.

Anonymous Report
You can make an anonymous report using an online service like https://anonymousemail.me to send an anonymous email to any ethics committee member of your choosing, conference organizers, and/or any member of the ESA board. Please write the same information you would put in a personal report for us to be able to process the complaint.

Personal Report
Make a personal report by emailing the ethics officer Catherine Eckel (ceckel@tamu.edu). You may also report the incident to any one of the ethics committee members that you feel most comfortable reporting to or anyone in the ethics committee: Seda Ertac (sertac@ku.edu.tr), Laura Gee (laura.gee@tufts.edu), and Charles Noussair (cnoussair@arizona.edu), and conference organizers.
The person you report to will share the information with the other ethics committee members and conference organizers.

What happens if I make a report?
We can’t follow up an anonymous report with you directly, but we will investigate it to the fullest extent possible and take all feasible actions to prevent a recurrence. When taking a personal report, our staff will adhere to the strictest confidence in handling the report. They may involve other event staff to the extent that this is required to ensure your report is managed properly. Once safe, we’ll ask you to tell us about what happened. This can be upsetting, but we'll handle it as respectfully as possible, and you can bring someone to support you. You will never be asked to confront anyone and we won’t tell anyone who you are.
Our team will be happy to help you contact hotel or venue security, local law enforcement, local support services, provide escorts, or otherwise assist you to feel safe for the duration of the event.

We value your attendance.