RSA Anti-Harassment Statement
July 11, 2018

Organization Policy:
The Research Society on Alcoholism (RSA) is a professional society that seeks to provide an environment that encourages the free expression and exchange of scientific ideas. In pursuit of that goal, the members of RSA agree that all people will be treated with respect and dignity, regardless of any personal characteristic, including gender, gender identity or expression, race, color, national or ethnic origin, religion or religious belief, age, marital status, sexual orientation, political beliefs or philosophy, disability status, veteran status, or any other personal characteristic. We agree that all functions of RSA will be conducted in a professional atmosphere in which all participants are treated with courtesy and respect. To ensure courteous and respectful treatment, members will avoid actions or communications that could reasonably cause another person to feel uncomfortable for reasons outside the scientific mission of the Society. We recognize that any member can behave with benign intent in a way that is perceived as discourteous or disrespectful by another, and we welcome feedback from others that our behavior was so received. It is the responsibility of each member, and especially the RSA leadership, to ensure that an atmosphere of openness, respect, and dignity is promoted and maintained.

RSA’s anti-harassment policy is intended to be fully consistent with U.S. Federal requirements not to engage in sex or gender-based discrimination, as spelled out in Title IX and as applied to NIH.

To help achieve these goals, RSA and its members (and non-members when applicable) adopt the following anti-harassment policy. This policy addresses both sexual harassment and identity harassment.

I. Sexual Harassment
   a. Sexual harassment includes any unwelcome sexual advance, request for sexual favors, or other unwanted conduct of a sexual nature, whether verbal, non-verbal, graphic, physical, electronic, or otherwise. This includes offensive or humiliating behavior that is related to a person’s sex, gender identity and expression, or sexual orientation as well as behavior of a sexual nature that creates an intimidating, unwelcome, hostile, or offensive professional environment, or that could reasonably be thought to put sexual conditions on a person’s professional opportunities.¹
   b. Examples of behaviors constituting sexual harassment are provided in the Appendix.
   c. Acknowledging that sexual harassment is not germane to the scientific mission of RSA, members, also non-members attending the RSA Meeting, will take responsibility to keep professional interactions courteous and free of sexual harassment.

¹Sexual harassment does not refer to compliments of a socially acceptable nature. It does not refer to warm, friendly interactions. It does not refer to sexual behaviors for which there is clear, free, expressed consent.
II. Identity Harassment
   a. Identity harassment includes unwelcome comments to another person about aspects of their identity, including sex, gender, gender identity, physical appearance, race, ethnicity, nationality, political preference, religion or religious belief, age, marital status, disability status, veteran status, or any other personal characteristic. Such comments are not germane to the scientific mission of RSA.
   b. Example of behaviors constituting identity harassment are provided in the Appendix.
   c. Acknowledging that identity harassment is not germane to the scientific mission of RSA, members, also non-members attending the RSA Meeting, will take responsibility to keep professional interactions courteous and free of identity-based harassment.

III. Education of Membership
   a. In our efforts to promote courteous, respectful, and non-harassing interpersonal interactions among members, we appreciate and emphasize the value of ongoing self-education regarding the Society’s harassment policy. To that end:
      i. Applicants for membership in RSA will have access to the RSA Anti-Harassment Statement
      ii. At the time of membership renewal each year, members will have access to the RSA Harassment Statement
      iii. Each year the President of RSA, during her or his address at the start of the conference, will call attention to the Society’s Statement and emphasize its importance to the membership.
RSA Anti-Harassment Statement Appendix

I. Sexual harassment does not meet RSA standards for courteous and respectful treatment of others.
   a. Examples of conduct that may constitute sexual harassment under this policy include but are not limited to:
      i. Inappropriate physical contact, including unwelcome touching or sexual advances at any time during a professional meeting or gathering of RSA professionals.
      ii. Persistent and inappropriate personal sexual attention from one colleague to another after the attention has been declined or rejected.
      iii. Inappropriate verbal conduct, including lewd or sexually suggestive comments, jokes, innuendoes, or unwelcome comments about an individual's sexual orientation, gender, gender identity, or gender expression (e.g., questions and discussions about a particular individual's sex life; telling a woman she belongs at home or is not suited for a particular job).
      iv. Inappropriate written conduct, including letters, notes, or electronic communications, containing comments, words, jokes, or images that are lewd or sexually suggestive or relate, in an unwelcome manner, to an individual's sexual orientation, gender, gender identity, or gender expression (e.g., displaying cartoons or posters of a sexual nature; writing sexually suggestive letters or notes).
      v. Sexual assault, sexual exploitation, relationship violence, stalking, and provision of alcohol and/or other drugs for purposes of conduct expressly prohibited by this policy.
      vi. Persistent use of inappropriately familiar terms, such as honey, sweetheart, or darling that are likely to cause discomfort.
      vii. Behavior that is likely to make another person uncomfortable due to feeling objectified or sexualized. For example, looking a woman over from head to foot; staring at sexual parts of another person's body; commenting to a person about their physical appearance to the exclusion of scientific relevance appropriate to the context (“Wow, your body really fills out that dress!”).
      viii. In general, unwanted comments of a sexual nature.

II. Identity harassment does not meet RSA standards for courteous and respectful treatment of others.
   a. Examples of conduct that may represent identity harassment include but are not limited to:
      i. Using epithets or slurs
      ii. Stereotyping and/or dehumanizing an individual based on identity status
      iii. Threatening, intimidating, or hostile acts
      iv. Denigrating or disparaging jokes
      v. Displaying or circulating written or graphic material that denigrates or shows hostility or aversion toward an individual or group, based on their identity status
      vi. Expressing microaggressions - i.e., statements or actions seemingly intended to be benign and non-hostile, but that can be experienced as disrespectful and alienating by others. Examples include making comments to ethnic minority persons, such as, “You are so articulate!” “Were you born here?” or, “Can I touch your hair?”