

## WHAT TO DO IF HARASSED OR ASSAULTED

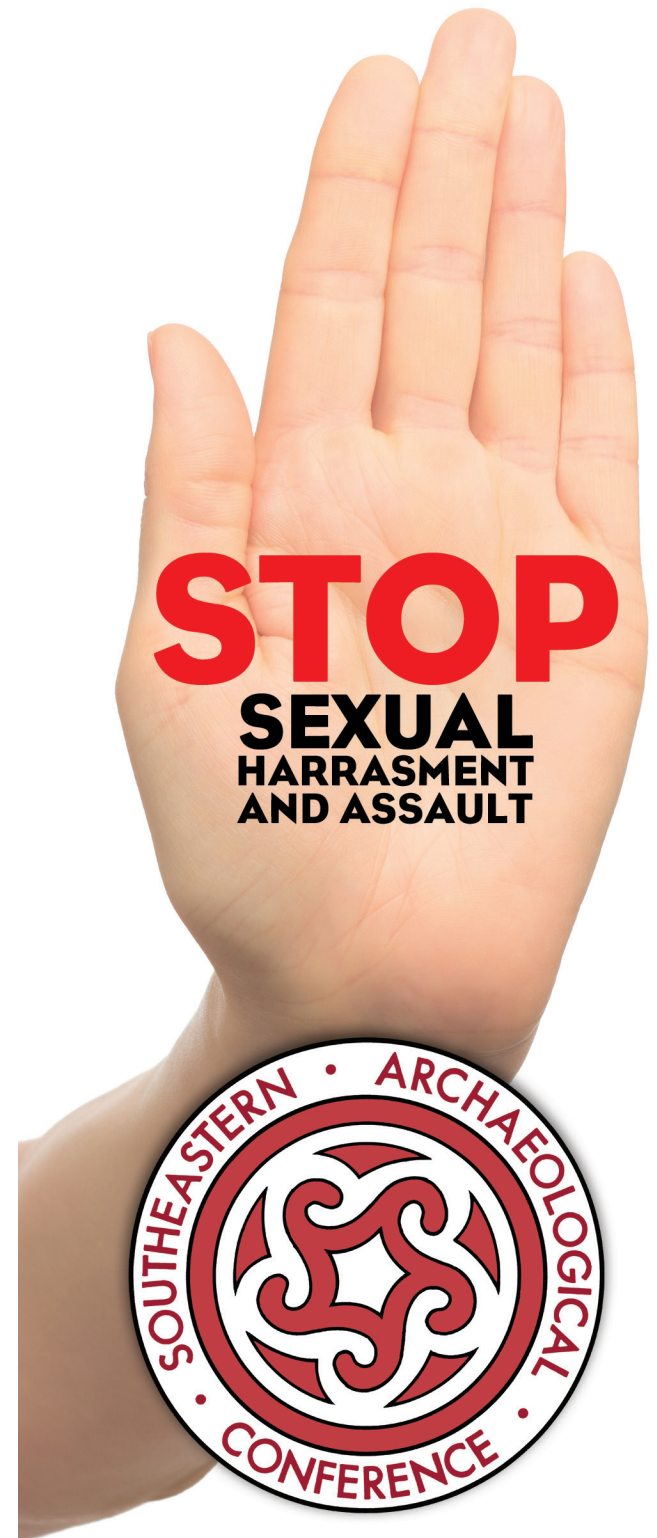
Members should seek the appropriate authorities with whom to file claims. Typically, the line of formal complaint is through the perpetrator's home institution or organization.

- If offender is with a university, report offense to Title IX office of offender's institution
- If offender is with a CRM company, report to Human Resources officer
- If offender is with a government, report to agency's Human Resources officer
- Report to Law Enforcement

**National Sexual Assault Hotline  
1-800-656-HOPE (4673)**



The Southeastern  
Archaeological Conference  
(SEAC) is committed to  
providing a safe environment  
where all of its members  
can thrive without fear of  
discrimination on the basis of  
their age, ethnicity, gender  
identity, gender expression,  
sexual orientation, disability,  
religion, marital status, or any  
other reason unrelated to  
professional performance.



Recent studies have found that in the field of Archaeology, sexual assault and harassment occur in all aspects of the discipline, whether in the field, office, laboratory, or at conferences.<sup>1</sup>

SEAC defines **sexual harassment** as:

- Deliberate, unsolicited, and unwelcome verbal comments, gestures, and physical contact of a sexual nature
- Display of sexually suggestive objects or pictures
- Suggestive and/or sexually degrading speech
- Hostility toward or intimidation of others on the basis of sex, gender identity, gender expression, and/or sexual orientation

SEAC defines **sexual assault** as:

- Any actual or attempted sexual attack (e.g., rape)
- Any nonconsensual sexual contact or behavior (e.g., fondling, groping, grabbing, kissing, and other unwelcome physically forceful actions of a sexual nature)

SEAC considers these behaviors to be scientific misconduct because such behavior has a chilling effect on learning and workplace experiences, not only for the targets of such behavior but also for those witnessing it.

SEAC places high value on assuring that educational and work environments in archaeology are optimal for all to develop and practice relevant skills and knowledge.



## BE AWARE THAT:

- Sexual misconduct is subject to local and federal laws and regulations
- University Title IX offices investigate formal complaints and refer them to local law enforcement
- Human resources officers within CRM companies are empowered to investigate complaints and exact disciplinary measures in the case of internal policy violations
- The Register of Professional Archaeologists (RPA) has investigative and disciplinary powers under its code of conduct

## WHAT IS EXPECTED OF YOU?

As a member of SEAC, it is your responsibility to foster a culture that is free from sexual discrimination, harassment, and assault. Therefore, SEAC encourages you to:

- Commit to a high personal standard of conduct;
- Abide by established codes of conduct while at conferences and in the field, laboratory, and office; and,
- Familiarize yourself with appropriate reporting mechanisms and resources.

Principle investigators and supervisors:

- Are legally required to report harassment and assault, and
- Should establish and enforce codes of conduct in the field, laboratory, and office.

For a sample code of conduct as well as relevant definitions, pertinent legal information, suggested preventative measures, and a guide for those who have been victimized, please visit [www.southeasternarchaeology.org/sexual-harassment-task-force](http://www.southeasternarchaeology.org/sexual-harassment-task-force).

<sup>1</sup> Meyers, M., Horton, E., Boudreaux, E., Carmody, S., Wright, A., & Dekle, V. (2018). The Context and Consequences of Sexual Harassment in Southeastern Archaeology. *Advances in Archaeological Practice*, 1-13. doi:10.1017/aap.2018.23. Muckle, Bob (2014). "On Sexual Harassment and Assault in Archaeology," *The SAA Archaeological Record* 14, no. 5:32-33. <http://onlinedigeditions.com/publication/?i=232900>.