



## **SEAC Annual Meeting Code of Conduct**

This code of conduct applies to all participants at annual meetings of the Southeastern Archaeological Conference (SEAC), including presenters, vendors, exhibitors, and other attendees.

SEAC considers sexual harassment and assault to be forms of professional and scientific misconduct that are antagonistic to the practice of archaeology and the lives and careers of archaeologists, archaeology students, and prospective archaeologists. Sexual harassment and assault are also illegal according to U.S. federal law. Sexual harassment includes “unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature,” as well as “offensive remarks about a person’s sex” that are considered to be illegal in cases when such commentary is “so frequent or severe that it creates a hostile or offensive work environment.” Examples of sexual harassment include (but are not limited to) offensive statements and gestures, repeated requests for unwanted social interaction or physical contact, dismissive or denigrating modes of referring to individuals based on physical characteristics or gender expression, and stalking. Sexual assault is a form of violence, and examples of sexual assault include (but are not limited to) groping, touching without consent, forced participation in sexual acts, and intimidation or torture through sexual activity.

Cases of sexual harassment and assault can have and do have long-lasting and far-reaching effects on those subjected to them and on the archaeology community. Such occurrences can be and often are traumatic, with negative impacts on health, wellness, opportunities, and career trajectories. They have detrimental impacts on people, on the archaeology community, and on the practice of archaeology and related fields.

No participant and attendee at SEAC events should be subjected to sexual harassment or sexual assault. SEAC is not an adjudicating body, but if a SEAC member is subjected to sexual harassment or sexual assault while at any SEAC-related event, we ask them to file a complaint by speaking with, texting, emailing, or calling a SEAC Safe Officer or a voting officer of SEAC. SEAC can consider but cannot act on anonymous complaints, nor complaints made via social media. When a SEAC Safe Officer or voting officer receives a complaint and shares the relevant information with the SEAC president, SEAC will then take reasonable and appropriate actions to ensure the safety of SEAC members and participants in SEAC events and programs in the form(s) of providing escorts and advocacy by SEAC Safe Officers, by advising Complainants (individuals who file complaints) about their options, by reporting allegations of potentially illegal activities to local authorities, by requesting that a Respondent (the person who is alleged to have violated this code of conduct) modify their behavior (and stay away from a Complainant

if that person is identified), or by other actions as appropriate. SEAC expects members and annual meeting attendees to comply with requests to alter or to moderate behavior based on reasonable and credible complaints.

We assume that all registrants for SEAC activities will have read and will understand this code of conduct; and they must agree to abide by Principle 9 (Safe Educational and Workplace Environments) in the Principles of Archaeological Ethics by the Society for American Archaeology (SAA), which states that:

Archaeologists in all work, educational, and other professional settings, including fieldwork and conferences, are responsible for training the next generation of archaeologists. Part of these responsibilities involves fostering a supportive and safe environment for students and trainees. This includes knowing the laws and policies of their home nation and institutional workplace that pertain to harassment and assault based upon sex, gender identity, sexual orientation, ethnicity, disability, national origin, religion, or marital status. SAA members will abide by these laws and ensure that the work and educational settings in which they have responsible roles as supervisors are conducted so as to avoid violations of these laws and act to maintain safe and respectful work and learning environments.

As an organization, SEAC promotes inclusivity and opportunity, it expects adherence to codes of professional ethics and to U.S. law, and it recognizes sexual harassment and sexual assault as antithetical to the principles and values of SEAC and the profession of archaeology as a whole. SEAC supports the viewpoints and policy statements of other organizations on the problems posed by sexual harassment and assault in archaeology, including those by the Society for American Archaeology (SAA), the Society for Historical Archaeology (SHA), the Canadian Archaeological Association (CAA), the American Anthropological Association (AAA), the Archaeological Institute of America (AIA), the Society for Classical Studies (SCS), the American Historical Association (AHA), the American Physical Society (APS), and the American Geophysical Union (AGU).

SEAC members with concerns about issues related to sexual harassment and assault should feel welcome to discuss those concerns confidentially with the voting officers of SEAC, the SEAC Sexual Harassment and Assault Response and Prevention (SHARP) Coordinator, or members of the SHARP Committee, and individuals designated as SEAC Safe Officers. Individual members of SEAC and SEAC as an organization should strive to create safe and supportive environments for participation in all its events and programs. Public awareness about the problems of sexual harassment and assault in archaeology will ideally reduce the prevalence of these problems in the long run.