

# Midwest Archaeological Conference, Inc. (MAC)

## Code of Conduct—2022

The MAC is committed to providing a safe, respectful, and harassment-free environment for all attendees and participants at its annual meetings and other MAC-sponsored events. The MAC will not tolerate discrimination or harassment in any form at any MAC-sponsored event. This policy applies to all MAC members as well as non-members who participate in a MAC-sponsored event.

### DEFINITION AND EXAMPLES OF IMPERMISSIBLE CONDUCT

*Harassment* includes offensive comments or discriminatory behavior related to gender, gender identity and expression, age, sexual orientation, place of birth, disability, marital status, veteran status, physical appearance, body size, race, color, ethnicity, national origin, or religion, or any other protected category. Showing of sexual images in public spaces, deliberate intimidation, stalking, following, heckling, unwanted photography or recording, disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention are also considered harassment. Outside of research presentations that include specific considerations of sexuality or sexual representations in the past, sexual language and imagery is not appropriate for any conference venue, including talks, workshops, parties, social media, or any other online media.

Harassment under this policy refers to any behavior by an individual or group that contributes to a hostile, intimidating, or unwelcoming environment. Such conduct is harmful, disrespectful, and unprofessional.

### OBLIGATIONS

All participants and attendees at MAC-sponsored events accept the obligations to treat everyone with respect and civility and to uphold the rights of all participants and attendees—including MAC affiliated or temporary staff, contractors, volunteers, and hotel staff—to be free from harassment.

Attendees are bound by the MAC Ethical Principles, the MAC Sexual Harassment and Discrimination Policy, and this Code of Conduct. Attendees should also be aware that they are also bound by the codes of conduct of their home organizations. MAC policy, which is consistent with the professional ethics statement of the MAC, does not supersede institutional employment codes but is intended to reinforce their message.

By obtaining MAC membership and registering to present at or attend MAC meetings, members and participants commit to maintaining respectful and ethical relationships in accordance with this policy. The MAC reserves the right to remove any individual violating this policy from a MAC-sponsored event without warning or refund and prohibit or curtail attendance at future MAC-sponsored events.

Should the MAC have concerns regarding an individual's attendance at a MAC-sponsored event creating a safety issue, the MAC reserves the right to bar the individual from registering and attending. In the case of proven violations that took place prior to an annual meeting and that have been reported and documented prior to pre-registration, proven harassers/assailants will be barred from participation. Late and on-site registrations will be rescinded immediately should information be received documenting a proven violation. The MAC will not conduct its own investigation but will accept the investigations of law enforcement agencies, the RPA, universities, the EEOC, or employers. Documented harassers/assailants should be identified to MAC staff or leadership (see contacts below) by those who

have experienced harassment directly or other reporters as early as possible. Identification with documentation of adjudication needs to be provided to bar participation in MAC-sponsored events.

#### REPORTING AT THE ANNUAL MEETING

Annual meeting attendees, who experience or witness harassment as defined by this policy, or who are aware that a meeting participant is currently or has been sanctioned for assault or harassment by an adjudicating body and can provide documentation of the outcome, are encouraged to contact one of the following:

- Jan Brashler (MAC President) – 616 485-4744 ([brashlerj@me.com](mailto:brashlerj@me.com))
- Connie Arzigian (Annual Meeting Organizer, MAC 2022, La Crosse, WI) – 608-386-3682 ([carzigian@uwlax.edu](mailto:carzigian@uwlax.edu))
- John Doershuk (Chair, MAC Presidential Task Force on Anti-harassment) – 319-530-9148 ([john-doershuk@uiowa.edu](mailto:john-doershuk@uiowa.edu))
- Susan Kooiman (MAC Board Executive Officer) – 618-650-2724 ([skooima@siue.edu](mailto:skooima@siue.edu))

These individuals will provide appropriate and insofar as possible confidential support to those who witness or experience harassment or feel unsafe for any reason at a MAC-Sponsored event. If requested, these individuals will forward complaints to the full MAC Board for resolution; should a complaint involve one of the above persons or a member of the MAC Board, then appropriate steps will be taken to exclude the subject person from Board deliberations.

Formal complaints should be as specific as possible about how alleged behavior constitutes harassment, as defined in this MAC policy. Any report received will remain confidential to the maximum extent possible as the MAC Board considers and investigates the complaint. The MAC Board will act as swiftly as possible, especially when annual meetings are in progress, in recognition that timing is significant in these situations.

*This Code is directly rooted in that of the Society for Historical Archaeology (<https://sha.org/society-for-historical-archaeology-conference-code-of-conduct/>); used and modified with permission. Last updated 12/27/2021.*