



The Classical Association: HARASSMENT POLICY

The Classical Association holds a conference at a UK institution each year to encourage classical scholarship.

The Council of the Association has adopted the following statement for inclusion in all future conference literature:

The University of [insert name of host university] seeks to create an inclusive atmosphere at the Classical Association conference; this means an environment in which all attendees may participate equally, and may learn, network, and converse with colleagues in an environment of mutual respect. All attendees, speakers, exhibitors and organisers are required to conform to the following Code of Conduct which applies to all venues and conference-related activities, including social events such as the conference dinner and wine receptions.

Code of Conduct

Everyone who attends the conference is entitled to an experience that is free from harassment, bullying, and intimidation. This includes but is not limited to sexual harassment and misconduct, including unwelcome physical or verbal advances or contact of a sexual nature. Harassment also includes, but is not limited to, stalking and bullying based on sexual orientation, gender identity, age, disability, religion, race, or ethnicity.

Such conduct is harmful, disrespectful, and unprofessional. No attendee should, under any circumstance, engage in harassing, bullying, or intimidating behaviour directed at any other attendee, in person or online. All attendees accept the obligation to uphold the rights of fellow attendees to be treated with respect.

Reporting harassment

If an attendee experiences harassment which makes them feel uncomfortable or unsafe (including any of the behaviours listed above, widely inclusive), that person is encouraged to make a report in writing and/or to speak in person to [insert name of appointed senior person from local organising team and include dedicated phone number and/or email address].

Useful information to provide in such a report includes:

- *Identifying information (e.g. the name of the participant)*
- *The behaviour that was in violation of the Code of Conduct*
- *The approximate time of the incident*
- *The circumstances surrounding the incident*
- *Other people involved*

All written and verbal reports will remain confidential. All reports of inappropriate and harassing behaviour will be looked into, and where appropriate further action will be taken. Further action may include speaking to the person about whom the complaint has been made, asking them to refrain from further contact with the affected attendee, or contacting the police; this will be done in conjunction with the affected attendee(s). Participants asked to stop harassing behaviour are expected to comply immediately. Conference organisers will be happy to contact security [[this may have to be adapted to reflect the local context](#)], provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the conference.

Your registration for the Classical Association conference at the University of [[insert name of host university](#)] indicates your acceptance of this policy. Further details, including how to report harassment during the conference, will be available in the conference booklet.