

POWER Code of Conduct

Ratified January 2020

The mission of Providing Opportunities for Women in Educational Research (POWER) is to connect, support, and advocate for those researchers who identify as women or non-binary in the fields of education and child development. Diversity, equity, and inclusion are essential for accomplishing the POWER mission, in that POWER seeks to provide an environment in which diverse participants may learn, network, and enjoy the company of colleagues in an environment of mutual human respect. We recognize a shared responsibility to create and hold that environment for the benefit of all.

Specifically, POWER is committed to providing a safe and productive environment that fosters open dialogue and the exchange of ideas, promotes equal opportunities and treatment for all participants, and is free of discrimination, harassment, or retaliation. All participants in POWER activities, including (but not limited to) meetings, happy hours, Hub meetings, and online exchanges through social media and the listserv, are obligated to conduct themselves in a professional manner and are expected to treat others with respect and consideration. Creating a supportive environment is the responsibility of all participants.

Any form of harassment affects not only the persons directly involved but also the overall environment and health of POWER. Harassment is defined as inappropriate verbal or nonverbal behavior that is severe or pervasive enough such that it substantially interferes with an individual's performance or creates an environment that a reasonable person would consider intimidating, hostile, or abusive. Participants in any POWER activity, including in-person and online activities, will avoid all forms of verbal and nonverbal harassment, including any inappropriate actions or statements based on characteristics such as age, race, ethnicity, sexual orientation, gender identity, gender expression, marital status, parental status, nationality, ability status, educational background, religious affiliation, or any other group characteristic.

In particular, sexual harassment, according to the American Psychological Association, is sexual solicitation, physical advances, or verbal or nonverbal conduct that is sexual in nature, and that either (1) is unwelcome, is offensive, or creates a hostile workplace or educational environment, and the offender knows this or is told this or (2) is sufficiently severe or intense to be abusive to a reasonable person in the context. Harassment can consist of a single intense or severe act or of multiple persistent or pervasive acts.

If a participant engages in harassing behavior, POWER Elected Officials, at the

recommendation of the Membership Committee, retain the right to take any actions necessary to maintain a welcoming environment for all participants in POWER activities. Membership in POWER, and participation in POWER activities, is a benefit, not a right, and POWER reserves the right to evaluate anyone's continued standing as a member, ability to use the POWER online communities, and/or attendance at in-person events. In addition, where appropriate, some aspects of Title IX (or country-equivalent law as appropriate) may be invoked, such as reporting to the persons' university or institution.