

Statement of GEM Anti-Harassment Policy

GEM is committed to ensuring that all participants in all GEM activities have an environment that is free from harassment. This policy applies to all attendees at GEM activities including scientists, students, guests, staff, and contractors participating in scientific sessions, auxiliary meetings, and social events associated with any GEM gathering or other activity.

Definition of Harassment

Harassment is prohibited by Federal law, and is defined as any unwelcome verbal or physical conduct based on race, color, religion, sex (includes sexual harassment and discrimination based on pregnancy), gender, disability, age, national origin, sexual orientation, and protected genetic information that is so objectively hostile as to alter the conditions of the individual's employment. In the present context, the definition is applied to any action which unreasonably interferes with an individual's ability to conduct professional duties and engage in GEM-related activities by creating a hostile environment. Mere offensiveness is not enough to create a hostile environment. Although repeated incidents increase the likelihood that harassment has created a hostile environment, a serious incident, even if isolated, can be sufficient to create a hostile environment. **Harassment does not necessarily have to include intent to harm, be directed at a specific target, or involve repeated incidents.** Furthermore, any retaliation against an individual who has brought forth a complaint alleging harassment is similarly unlawful.

Sexual harassment is a concern that deserves special mention. Federal guidelines and case law define sexual harassment as including "unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature" not only when the conduct is made as a condition of employment ("quid pro quo" harassment), but also when the conduct creates a hostile environment.

A review of different types of harassment, courtesy of the American Geophysical Union, is available online at <https://harassment.agu.org/homepage/types-of-harassment/>.

Reporting an Incident

Any individual covered by this policy who believes that he or she has been subjected to harassment should contact a member of the GEM Steering Committee. The individual is encouraged to contact whichever member they are most comfortable with, including the GEM Meeting Coordinator or Chair. Anonymous reporting is also acceptable. The individual should be as detailed as possible (times, places, nature of the incident, and comments made) and the committee member shall take written notes. The individual

bringing forth complaints of harassment should state if they have a desire for confidentiality and that confidentiality will be protected to every extent possible.

Response to Incident

Whoever on the Steering Committee receives the complaint will bring it to either the Meeting Organizer or Chair as soon as possible. The GEM Steering Committee will then meet personally or via telephone as soon as possible to discuss the complaint. If needed, the Steering Committee will appoint an ad-hoc committee of unconflicted members, which must include the Meeting Organizer unless they are conflicted, to investigate the complaint and make recommendations of actions. The Meeting Organizer is responsible for the actions being carried out. The actions will be discussed with the complainant before any action is taken. Individuals engaging in behavior prohibited by this policy, as well as those making allegations of harassment in bad faith, will be subject to disciplinary action. Possible actions may include a verbal warning, ejection from the meeting or activity in question without refund of registration fees, a permanent ban from GEM activities, and/or the reporting of the incident to the offender's employer. If the incident is deemed to be harassment, the Meeting Organizer is responsible for reporting it to the Title IX office at their institution (if at a University) or anti-harassment office (if at any other institution) in a manner consistent with the standards and state and/or federal laws governing that institution.

Retaliation is Prohibited

"Retaliation" is defined as taking an adverse action against an individual, or subject an individual to conduct, with the purpose of unreasonably creating an environment that is hostile because of something that individual did to further this Policy. This includes, but is not limited to, the person filing a complaint, any people who served as witnesses, and people supporting or opposing a complaint. Retaliation also includes interfering with the reporting of, or the investigation of, prohibited behavior. Examples include tampering with or destroying relevant evidence and intimidating, threatening or attempting to influence, in any way, the testimony or information of a complainant or witness.

The GEM organization will not tolerate any form of retaliation against persons who file a complaint, witnesses, or those who assist in the response to a complaint. Retaliation is a serious violation of this policy and, like harassment or discrimination itself, will be subject to disciplinary action as described in the previous section.