

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), disability, age, national origin, sexual orientation, and protected genetic information that is so objectively offensive 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 an intimidating, hostile, or offensive environment. 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 an intimidating, hostile, or offensive 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. They 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 the either 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 response. If needed, the Steering

Committee will appoint an ad-hoc committee of unconflicted members, which must include the meeting coordinator unless they have a conflict, to investigate the incident and make recommendations of actions. 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. The response will be discussed with the complainant before any action is taken.

Retaliation is Prohibited

The GEM organization will not tolerate any form of retaliation against persons who file a complaint, or 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.