

Code of Conduct and Local Resources for ERMIG's 2019 Program

ERMIG and the ACRL New England Chapter (ACRLNEC) are dedicated to providing a safe and collaborative conference and event experience that is free from all forms of harassment and inclusive of all people. Small actions you can take will help us meet this goal. For instance, we suggest:

- Listening as much as you speak and remembering that colleagues may have expertise you are unaware of
- Encouraging and yielding the floor to those whose viewpoints may be under-represented in a group
- Using welcoming language, for instance by honoring pronoun preferences and favoring gender-neutral collective nouns ("people," not "guys")
- Accepting critique graciously and offering it constructively
- Giving credit where it is due
- Seeking concrete ways to make physical spaces and online resources more universally accessible
- Staying alert to the welfare of those around you

It is important to understand the range of behaviors that may constitute harassment. Harassment includes, but is not limited to:

- Unwelcome or offensive verbal comments or nonverbal expressions related to: gender, gender identity and expression, age, sexual orientation, individual lifestyles, physical appearance, body size, race, ethnicity, national origin, employment or military status, physical or cognitive ability; political affiliation; or religion (or lack thereof)
- Use of sexual and/or discriminatory images in public spaces (including online)
- Deliberate intimidation, stalking, or following
- Harassing photography or recording
- Sustained disruption of talks or other events
- Inappropriate or unwelcome physical contact
- Unwelcome sexual attention
- Bullying behavior
- Advocating for, or encouraging, any of the above behavior

Some discussion related to sensitive issues may be appropriate given the topic of a presentation. Discussion or images related to sex, discriminatory language, or similar is welcome if it meets all of the following criteria:

- It is necessary to the topic of discussion and no alternative exists
- It is presented in a respectful manner, especially towards people of color, women, people of differing mental or physical abilities, and LGBTQIA people
- Attendees are warned in advance in the program and respectfully given ample warning and opportunity to leave beforehand.

The above exception specifically does not allow use of gratuitous sexual images as attention-getting devices or unnecessary examples.

Enforcement of the Code of Conduct

Participants at ACRLNEC events who are asked to stop harassing or intimidating behaviors are expected to comply immediately. Speakers, presenters, and exhibitors are also subject to the code of conduct. If a participant engages in harassing behavior, conference organizers retain the right to take any actions to keep the conference a welcoming environment for all participants. This includes warning the offender or expelling the offender from the conference with no refund. During the ERMIG's Annual Program, in addition to reporting incidents in person, please consult any additional resources and links provided by local organizers and hosts. Program participants are expected to respect this policy the program venue and all program-related social activities.

Reporting Process

All reports and inquiries will be handled in confidence. If you are being harassed, notice that someone else is being harassed, if someone makes you or anyone else feel unsafe or unwelcome, or if you have any other concerns, please contact a member of the conference staff as soon as possible. Program staff will be introduced at the beginning of the program. You can make a report either personally or anonymously. We cannot follow up with you directly on an anonymous report, but we will fully investigate it and take whatever action possible to prevent a recurrence.

When taking a personal report, program staff will ensure you are safe and cannot be overheard. They may involve other program staff and other ACRLNEC leadership to ensure your report is managed properly. Once safe, we will ask you to tell us about what happened. This can be upsetting, but we will handle it as respectfully as possible, and you can bring someone to support you. You will not be asked to confront anyone and we won't tell anyone who you are. Our team will be happy to help you contact venue security, local law enforcement, and local support services; provide escorts; or otherwise assist you to feel safe for the duration of the event. We value your attendance.

Resources for the 2019 ERMIG Program

ACRLNEC Volunteers

Local Police Departments

- [Cambridge Police](#) - 125 6th Street, Cambridge, MA 02142. Call 911 (emergencies) or 617-349-3300 (non-emergencies)
- Cambridge Police Sexual Assault Hotline - Call 617-349-3381

Local Rape/Sexual Assault Resource Centers

- [Boston Area Rape Crisis Center](#) - 99 Bishop Allen Drive, Cambridge, MA 02139. Call 800-841-8371 (24/7 hotline) or 617-492-8306.
- [Massachusetts Coalition Against Sexual Assault and Domestic Violence](#)

Hospital - Emergency

- [Mount Auburn Hospital](#) - 330 Mount Auburn Street, Cambridge, MA 02138

Urgent Care

- [Mount Auburn Hospital Urgent Care](#) - Two locations:
 - 1400 Cambridge Street, Cambridge, MA 02138 - Call 617-714-4534
 - 601-603 Concord Avenue, Cambridge, MA 02138 - Call 857-706-1107

Crisis Counseling

- [Boston Area Rape Crisis Center](#) - 99 Bishop Allen Drive, Cambridge, MA 02139. Call 800-841-8371 (24/7 hotline) or 617-492-8306.

Taxi Services

- [Cambridge Cab Company](#)
- [Cambridge Taxicab](#)

This policy is an adaptation of [ACRLNEC's Conference Code of Conduct](#). ACRL NEC's policy was [based on the example policies from the Digital Library Federation](#) and the [Geek Feminism wiki](#), created by the Ada Initiative and other volunteers.