

Effective Altruism UK Sexual Harassment Policy

EA UK is committed to the safety and wellbeing of all its members. We take all allegations of harassment seriously, regardless of the gender of the people involved, their position within the Effective Altruism community, or the time and place of the harassment.

Definition

Sexual harassment is defined as unwelcome sexual advances. It can include one or more of these behaviours:

Physical conduct:

- Unwelcome touching, including stroking, kissing, hugging, or pinching
- Physical violence, including sexual assault

Verbal conduct:

- Explicit comments, stories and jokes
- Repeated and unwanted sexual advances or invitations on dates
- Inappropriate messages (e.g. on Facebook)
- The use of threats or rewards to solicit sexual favours

Non-verbal conduct:

- Displaying explicit or suggestive material
- Leering
- Sexually suggestive gestures

We recognise that sex and relationships aren't always straightforward. We aim to treat everyone in our community with compassion as we work to make EA UK a safe place for all.

Complaints Procedure

We are here to support everyone. If you think you may have witnessed or experienced sexual harassment, talk to David Nash (david@effectivealtruism.uk, EA UK staff member), Holly Morgan (hollyrebeccamorgan@gmail.com, volunteer) about the situation. Alternatively, you could contact Julia Wise (julia.wise@centreforeffectivealtruism.org), a licensed social worker who works at the Centre for Effective Altruism.

We will always respect your privacy and your choices. Your conversation will be as confidential as possible. Appropriate information will only be shared on a strictly need-to-know basis. For example, we might ask you to share an anonymised version of your complaint with EA UK staff, EA UK Trustees or the alleged harasser in order for measures to be taken to address the situation. The amount you share, and who hears about it, is completely up to you, but failing to share information may prevent EA UK from taking action to address the problem.

EA UK will support you in resolving your complaint. Here are some examples of how we can help:

- a. If a crime may have been committed, we can support you in contacting the police.
- b. If you would like to resolve things informally, we can speak to someone on your behalf.
- c. If you decide to formally complain*, an EA UK representative will talk to you, the alleged harasser, and any available witnesses to learn more about what happened. After the representative has spoken to everyone involved, we will share EA UK's response with you.

EA UK has a responsibility to minimise the risks to all members of the community. Our aim is not to judge the situation, but we may need to take steps to reduce the likelihood of harm. This could involve the alleged harasser being asked to leave the EA UK community temporarily or permanently.

If you decide to complain, you are allowed to withdraw your complaint at any time. EA UK will always respect your choices and try to support you.

* If it is unclear to us whether to treat a complaint as a formal complaint then EA UK may choose to treat it as a formal complaint and take actions such as contacting the accuser, if we think there may be some risk to other EA UK community members.

Timing

EA UK staff commit to following up on any issues raised within 3 working days of receiving an email or having a conversation on this topic.

For Group Organisers: What to do if you receive a disclosure.

During a disclosure:

- **Prioritise listening.** Don't try to take notes or run your event at the same time.
- **Listen carefully.** Encourage the person to continue by nodding or saying "mmhmm" or, if necessary, asking an open-ended question (e.g. "Then what happened?"). Avoid closed or leading questions (e.g. "Were you sexually assaulted?").
- **Clarify what should happen next.** Ask the person what they would like to see happen and clarify the best way for you to follow this up.
- **Ask the person if you can share what they've told you** with other Effective Altruism London organisers.
- **Get contact details** so you can follow up.
- **Take all disclosures seriously**, even if you think they're not very credible. Err on the side of being too trusting during the initial conversation.

After a disclosure:

- **Make notes.** Write down a summary of what the person disclosed and their contact details as soon as you can (ideally within the hour). Keep your notes in a safe place.
- **Tell the point person (hollyrebeccamorgan@gmail.com).** Give her as much detail as the person authorised.
- **Keep your promises.** Keep track of any commitments you've made to the person and update them on your progress within a week.
- **Take care of yourself.** Hearing a description of sexual harassment or assault can be very stressful. Consider talking to the point person, a trusted friend outside of the EA community, or a therapist.