

To: SSSP Board Members
From: Sarah Jane Brubaker, Chair
Date: August 11, 2018

Report from the Ad Hoc Anti-Harassment Committee

The ad-hoc committee was appointed by Hector Delgado, Executive Officer, on May 26, 2018. Hector communicated that the committee's charge was broad: we were asked to review SSSP's anti-harassment statements and policies approved by the Board, and to make additional recommendations for what SSSP "need[s] to do as an organization to address issues of harassment and discrimination clearly and strongly."

The committee held an initial meeting via conference call on June 7. We discussed general issues that we hoped to consider and potential action items, and we scheduled an in-person meeting during the meetings in Philadelphia.

One of the members, Claire Renzetti, had served on related committees for ASC and offered to share some of the information she had gathered from ASC as well as ASA to help guide our work. We reviewed this information prior to our August meeting.

At the meeting this morning, the committee agreed to present several recommendations to the Board for approval.

1. The current ad-hoc committee will continue its work for another year.
2. The society will establish a permanent Anti-Harassment committee beginning 2020 composed of 6 members. Three members will be elected by the membership and three appointed by the president, one of whom is a member of the board and will chair the committee. Members will serve staggered terms. The executive officer will serve as ex-officio member.
3. The committee will review SSSP's anti-harassment policies and recommend changes as necessary.
4. The committee will develop mechanisms for reporting violations of the anti-harassment policy.
5. The committee will develop mechanisms for providing support and assistance to those reporting the violations.

6. The committee will gather information and make recommendations regarding hiring an external consultant with restorative justice or other mediation expertise to assist with responding to reports.
7. The committee may recommend that members who are accused of violating the anti-harassment policy be prevented from participating in or attending the conference, or serving in elected or appointed SSSP positions, until the mediation is concluded.
8. The committee will consider other responses to those found in violation of the anti-harassment policy, such as revoking membership.
9. The society will establish a fund to support these efforts.
10. The committee may be charged with additional tasks as requested by the Board.

I would like to thank Hector and the Board for establishing the ad-hoc committee, and to thank all the members of the committee for their diligent and thoughtful work on this important topic, which we all view as critical to the mission of SSSP.

Respectfully Submitted,

A handwritten signature in cursive script, appearing to read 'S. Brubaker', written in black ink.

Sarah Jane Brubaker, Chair, (on behalf of Adriana Bohm, David Embrick, Claire Renzetti, Wendy Simonds, and Elroi Windsor)