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DIVISION OF ANALYTICAL CHEMISTRY AMERICAN CHEMICAL SOCIETY



TO: DIVISION OF ANALYTICAL CHEMISTRY MEMBERSHIP
FROM: LANE BAKER, CHAIR, ON BEHALF OF THE EXECUTIVE COMMITTEE OF
THE DIVISION OF ANALYTICAL CHEMISTRY
SUBJECT: STATEMENT ON HARASSMENT AND SEXUAL HARASSMENT
DATE: OCTOBER 15, 2018

In accordance with and based on the American Chemical Society (ACS) legal resource for divisions and local sections (March 21, 2018), the Division of Analytical Chemistry (ANAL) affirms the following statement.

The Division of Analytical Chemistry supports its members engaging in thoughtful and spirited discussions about important scientific and societal matters during division gatherings. These exchanges often yield beneficial results when conducted within collegial environments that respect everyone concerned, regardless of their level of formal education and whether they are from industry, government or academia, or other scientific and engineering disciplines. As chemical professionals, we strive to treat colleagues with respect, encourage them, learn with them, share ideas honestly, and give credit for their contributions.

At all times, chemical professionals should carefully avoid any bias based on race, gender, age, religion, ethnicity, nationality, sexual orientation, gender expression, gender identity, and presence of disabilities, educational background, or other personal attributes. As chemical professionals, we also pride ourselves in our professionalism and civility. Behaviors such as intimidation, incivility, bullying, unfair discrimination, harassment, drug and alcohol abuse, property damage and other forms of disruptive behavior during division gatherings are not in keeping with the spirit of our profession. Abstaining from such behaviors is, in many instances, required by law. Federal, state, and local laws generally protect individuals from harassment, i.e., an unwelcome verbal, visual or physical conduct of another that creates an intimidating, offensive, or hostile reaction in the other. Harassing behavior can be verbal, graphic, or involve physical conduct by a person that denigrates or shows hostility or aversion towards another.

Sexual harassment can include all of the above actions, as well as other unwelcome conduct, such as unwelcome or unsolicited sexual advances, requests for sexual favors, conversations regarding sexual activities and other verbal or physical conduct of a sexual nature. Thus, all forms of unwelcome sexual conduct, whether verbal or physical, including sexual advances, demands for sexual favors, or other verbal or physical conduct of a sexual nature are strictly prohibited. Behaviors that may constitute prohibited sexual harassment may include, but is not limited to sexual propositions, innuendos, suggestive comments, sexually oriented jokes or teasing, obscene or vulgar gestures, posters, or comments, derogatory posters,

pictures and drawings, unwelcome physical contact, sexually-explicit e-mails, texts or voicemails, conduct or comments consistently targeted at only one gender, even if the content is not sexual, teasing or other conduct directed toward a person because of the person's gender.

Specific points for further consideration include the following.

- Harassment is unacceptable and unprofessional behavior irrespective of the setting and the relative positions of the individuals involved.
- When harassment becomes unlawful is difficult to determine. Thus, it is best to be courteous, respectful and professional at all times during division sponsored meetings, gatherings, or events.
- Unprofessional behavior is not limited to face-to-face encounters. It can also result from written, electronic, and telecommunication communications.
- Non-serious, inappropriate behavior should be addressed informally by those who are either parties or witnesses to the behavior. If and when appropriate, please ask the person engaging in the behavior to stop. Division officers may be in the best position to remind participants about professional behavior and/or thwart an escalation of the harassing behavior.
- Serious incidences of harassing behavior should be brought to the attention of your division chair. Please inform the Society's Secretary & General Counsel, Flint H. Lewis, or a member of his staff as soon as possible. You may be asked to provide details of the incident or incidents, names of individuals involved and names of any witnesses. It may be necessary to document your observations in writing. Complaints may be made on a confidential or anonymous basis, but please note that a sufficient amount of detail is needed to proceed or act on a concern.