



# MIDDLE ATLANTIC PLANETARIUM SOCIETY

## **Statement of Policy**

MAPS members pledge to treat all people with respect, and provide a harassment and bullying-free environment, regardless of sex, sexual orientation and/or gender identity, disability, physical appearance, body size, race, nationality, ethnicity, and religion. In particular, sexual language and imagery, sexist, racist, or otherwise exclusionary jokes are not appropriate. We will treat those outside our community with the same respect as people within our community. We pledge that all discussions between members of the community should be done with respect, and we pledge to take proactive measure to ensure that all participants are heard, and feel confident that they can freely express their opinions.

## **Definitions of Harassment**

It is important to remember that behavior and language that are welcome/acceptable to one person or in one type of environment may be unwelcome/offensive to another. Consequently, individuals must use discretion to ensure that their words and actions communicate respect for others.

In general, harassment is a conduct that exerts unwelcome pressure or intimidation. This conduct includes, but is not limited to: epithets, slurs or negative stereotyping; threatening, intimidating or hostile acts; denigrating jokes and display or circulation of written or graphic material that denigrates or shows hostility or aversion toward an individual or group. Particularly serious is the sexual harassment that refers to behavior that is not welcome, is personally offensive, debilitates morale, and therefore, interferes with work effectiveness. The following are examples of behavior that, when unwelcome, may constitute sexual harassment: sexual flirtations, advances, or propositions; verbal comments or physical actions of a sexual nature; sexually degrading words used to describe an individual; a display of sexually suggestive objects or pictures; sexually explicit jokes; unnecessary touching.

All MAPS members have a role to play in creating an inviting and harassment-free environment through their own behavior and the discouragement of harassing behavior in others.

## **Scope of Policy**

This code of conduct applies to all community situations, including conferences, associated social events, on social media, and one-on-one interactions.

*This statement has been adapted from the Codes of Conduct of the Great Lakes Planetarium Association and International Planetarium Society as well as the Anti-Harassment Policies of the American Astronomical Association and the International Astronomical Union.*