

EBHS Professional Conduct Policy

The Economic and Business History Society (EBHS) is committed to providing a professional environment that fosters the open exchange of ideas and provides equal opportunities and treatment for all participants regardless of their sex, gender identity, sexual orientation, marital status, parental or caregiver status, race, ethnicity, nationality, disability, socioeconomic status, political affiliation, veteran status, age, or religion. Consistent with this commitment, it is the policy of the EBHS that all participants at EBHS activities enjoy a welcoming environment free from discrimination, including harassment.

All members and participants, including contractors, vendors, volunteers and guests at EBHS activities are expected to abide by this professional conduct policy in all meeting venues, including ancillary events, official and unofficial social gatherings, and on social media.

Expected Behavior

EBHS expects participants in all activities to do the following:

- Model and support the norms of professional respect, equity, and nondiscrimination that are necessary to promote the conditions for healthy exchange of ideas.
- Treat each participant as having a valuable contribution to make.
- Speak and conduct yourself professionally; do not insult or disparage other participants.
- Be sensitive to body language and other non-verbal signals and respond respectfully.
- Report unprofessional behavior that you witness, as described below. If possible, try to mitigate the behavior.

Unacceptable Behavior

Behaviors that violate the EBHS Professional Conduct Policy include, but are not limited to, the following:

- Violent or intimidating threats or other language directed against another person (bullying).
- Discriminatory or prejudicial actions and language, including jokes.
- Inclusion of pedagogically unnecessary sexually explicit, violent, or otherwise sensitive materials in presentations.
- Posting (or threatening to post), without permission, other people's personally identifying information online, including on social networking sites.
- Personal insults including, but not limited to, those using racist, sexist, homophobic, or xenophobic terms.
- Unwelcome solicitation of emotional or physical intimacy such as sexual advances; propositions; sexually-related touching; and graphic gestures or comments about sex or about another person's dress, body, or sexual activities.

- Advocating for, encouraging, or dismissing the severity of any of the above behaviors.
- Retaliation against any person who files a complaint in good faith or assists in the investigation of such a complaint.

What to Do if You Witness or Are Subject to Unacceptable Behavior

Anyone who experiences or observes discrimination or harassment should immediately report this to the Conference President or a member of the EBHS Board of Trustees. The Board will take appropriate action. If you believe someone is in immediate danger, please contact the security staff at the meeting venue.