

ISSRNC Professional Conduct Policy

I. Introduction

The International Society for the Study of Religion, Nature, and Culture strives to create and maintain an inclusive community for interdisciplinary research. Misogyny, sexual harassment, and exploitation are inconsistent with our values. Like many academic organizations, we rely heavily on volunteer labor for conferences, publication, and leadership. As we continue to learn and grow as a Society, we affirm that there can be no place for mistreatment. We affirm our commitment to leadership structures that can serve as a check on inappropriate behaviors.

It is the policy of the ISSRNC that members act with professionalism and respect at all times. Professional standards of conduct are of the utmost importance while carrying out Society business, attending Society-affiliated events, or representing the Society in any way. This extends to all forms of scholarly and professional affiliation with the ISSRNC. This document describes the basic expectations for professional conduct and stipulates the recourse available to the Board of Directors in the event of any breach of these standards.

II. Values

The ISSRNC is committed to the values that shape the ethical culture of our Society and will guide our response to any potential breach of this Conduct Policy. These include:

Community: The chief value of the ISSRNC is community. Academic life can be too lonely and too competitive. We want to continue building a fun, welcoming, eclectic, and ethical community in which to share our scholarship.

Inclusion: The ISSRNC strives to be a community that is welcoming and supportive to the widest possible range of scholars, researchers, teachers and other professionals working at the nexus of religion, nature, and culture. . We value racial and religious diversity, seek to maximize participation across socioeconomic differences among our membership, and affirm the importance of gender and sexual orientation as they shape the experiences and priorities of our members.

Mentoring: The ISSRNC is committed to the development of young scholars and seeks to ensure that students, contingent faculty, and early career scholars are afforded a supportive , positive space in which to learn and converse.

Academic Rigor: The ISSRNC was founded as an organization for research collaboration. This requires a commitment to intellectual and academic rigor, the application of ethical research practices, and an insistence on free and open debate about ideas and information.

III. Policy

a. Sexual harassment

Title IX of the Education Amendments of 1972 states that “no person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.” As an organization chartered in the United States, the ISSRNC seeks to ensure that all members enjoy a professional environment free from sexual harassment, assault, or gender discrimination.

Any form of harassment, assault, intimidation, or discrimination by a member of the ISSRNC that occurs at a Society-related event, or is in any way connected to ISSRNC related work, will be considered a violation of this policy. Grievances should be registered with a member of the Board of Directors and will be handled as specified in section IV of this document.

b. Discrimination

The ISSRNC will not tolerate any behavior that discriminates on the basis of an individual’s race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, citizenship status, or veteran status. The Society operates in accord with all applicable laws.

ISSRNC elections, committees, and other activities are carried out exclusively with respect to professional qualifications. Discrimination related grievances should be registered with a member of the Board of Directors and will be handled as specified in section IV of this document.

c. Intimidation and mistreatment

Even where they are not animated by the narrow motives of sexual or racial bias, any behaviors that can be construed as abusive, cruel, or intimidating are in violation of this Conduct Policy. Belligerence has no place in professional conduct and, where appropriate, will be subject to Disciplinary Measures.

IV. Disciplinary Measures

In accordance with the ISSRNC Bylaws, Members and Officers can be sanctioned and stripped of their membership in the Society. In cases where a member has “engaged in conduct materially and seriously prejudicial to the interests or the purposes of the Society,” the Board of Directors will hold a vote to consider expelling the member. Procedures for this vote are spelled out fully in the Bylaws. In serious cases, the ISSRNC may refer the matter to law enforcement or to the appropriate disciplinary bodies.

The ISSRNC encourages members to work together in solidarity and community. We work to build appropriate bonds between members that facilitate the trust necessary to report unprofessional behavior. We encourage any member with a grievance to contact a member of the Board of Directors so that this complaint can be heard and acted upon.