ARLIS/NA is dedicated to providing collaborative experiences that are free from all forms of harassment, and inclusive of all people. Small actions you can take will help us meet this goal. For instance, we suggest: listening as much as you speak and remembering that colleagues may have expertise you are unaware of; encouraging and yielding the floor to those whose viewpoints may be under-represented in a group; using welcoming language, for instance by honoring pronoun preferences and favoring gender-neutral collective nouns (“everyone,” not “guys”); accepting critique graciously and offering it constructively; giving credit where it is due; seeking concrete ways to make physical spaces and online resources more universally accessible; and staying alert, as Active Bystanders, to the welfare of those around you.

Likewise, it is important to understand the range of behaviors that may constitute harassment. Harassment can include unwelcome or offensive verbal comments or nonverbal expressions related to:

- age
- appearance or body size
- employment or military status
- ethnicity
- gender identity or expression
- individual lifestyles
- level of experience in the field
- marital status
- national origin
- physical or cognitive ability
- political affiliation
- sexual orientation
- race
- religion

Harassment can also include but is not limited to:

- use of sexual and/or discriminatory images in public spaces (including online)
- deliberate intimidation
- stalking
- following
- harassing photography or recording
- sustained disruption of talks or other events
- bullying behavior
- inappropriate physical contact
- unwelcome sexual attention
Sexual, discriminatory, or potentially triggering language and imagery is generally inappropriate for any ARLIS/NA event venue, including talks, social events, receptions, meetings, and other conference-related activity.

However, this policy is not intended to constrain responsible scholarly or professional discourse and debate. ARLIS/NA/NA’s commitment to diversity and inclusion as expressed in its Core Values includes commitment to intellectual/academic freedom and freedom of expression that takes on sensitive issues. Indeed, as art information professionals we are committed to exploring the full range of artistic practice in our discourse, services, and collections. This includes explicit, subversive, radical, and non-normative material from the widest possible range of artistic expression. We welcome engagement with difficult topics, done with respect and care.

What to Do
That said, we will not tolerate harassment of ARLIS/NA community members in any form. If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of the ARLIS/NA Code of Conduct Team. The Code of Conduct Team is comprised of the ARLIS/NA Executive Board members, Headquarters staff, and members of the Diversity and Inclusion Committee. They will assist participants by contacting hotel/venue security or local law enforcement, providing escorts, or otherwise helping those experiencing harassment to feel safe for the duration of the event.

To report incidents after our events, in online venues, or on-site but in the absence of a staff member, please contact any member of the Code of Conduct team. The ARLIS/NA website lists the contact information of all members of the Executive Board, and also lists the names of members of the Diversity and Inclusion Committee. However, if you or others are in imminent danger, please first phone emergency services at 911. During the ARLIS/NA conference, in addition to reporting incidents in person, please consult any additional resources and links provided by local organizers and hosts. All reports and inquiries will be handled in confidence.

In the case of organized events, those responsible for the event should have readily available the following information:

- Conference organizer: [ORGANIZER NAME], [PHONE NUMBER]
- [CONFERENCE HOTEL NAME]: [PHONE NUMBER]
- [MUNICIPALITY] Police Department: [PHONE NUMBER]
- [LOCAL SEXUAL ASSAULT/CRISIS LINE]: [PHONE NUMBER]
- [TAXI COMPANY NAME]: [PHONE NUMBER]
- [Social media contacts here]

Participants at the ARLIS/NA Annual conference or any other ARLIS/NA-hosted discussion or event (held online or in person, including ARLIS/NA-sponsored social events) who are asked to stop harassing or intimidating behaviors are expected to comply immediately. Those who violate our code of conduct may be warned, sanctioned, or expelled at the discretion of the organizers.

We value your presence and constructive participation in our shared community, and thank you for your attention to the comfort, safety, and well-being of fellow ARLIS/NA collaborators and attendees.