

POLICIES
OF THE
SOCIETY FOR THE STUDY OF SOUTHERN LITERATURE

(Revised September 2018)

- I. ANTI-HARRASSMENT POLICY.** Because SSSL promotes and supports the interests of its diverse membership, the Society is committed to ensuring a respectful and inclusive environment that fosters scholarly exchange, deepens our collective knowledge, and practices reciprocity and accountability to the communities and work that we engage across a number of professional homes. We believe that scholarship and education are ethical acts. Thus, SSSL condemns all forms of harassment on the basis of race, color, creed, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, size, economic status, veteran status, genetic information, and any other characteristic protected by law or used historically to marginalize, exploit, or exclude peoples. Harassment includes all forms of offensive or unwelcome physical or verbal conduct that creates an offensive or hostile environment: slurs, epithets, threats, derogatory comments, unwelcome jokes, teasing, flirting, and other similar verbal or physical conduct. Furthermore, any retaliation against an individual who has complained about harassment will not be tolerated. Members of the Society, particularly members exercising authority of any kind, are urged actively to uphold this policy, to prevent violations, and to take alleged violations seriously. Complaints of harassment should be brought directly to the President of the Society, or to members of the Leadership Council.

- II. ANTI-BULLYING POLICY.** SSSL is also committed to eliminating all forms of bullying behavior. Bullying is unwelcome or unreasonable behavior that demeans, intimidates, or humiliates people either as individuals or as a group, and can include abusive and offensive language, insults, teasing, unreasonable criticism, the spreading of rumors, excessive supervision, deliberate exclusion, and the trivializing of work and achievements. Bullying behavior is frequently persistent and part of a pattern, but it can also occur as a single incident. It is usually carried out by an individual but can also be an aspect of group behavior. Bullying can occur face-to-face, in a group setting, through social media or email, or through gossip. Complaints of bullying behavior should be brought directly to the President of the Society, or to members of the Leadership Council.

- III. ADVOCACY POLICY.** While no part of the activities of SSSL shall be for the carrying on of propaganda or intervening in any political campaign of any candidate for public office, SSSL may take public stands on issues of educational and

intellectual significance. These may include supporting preservation and access to archives, issues of academic freedom and funding, and promoting the profile of the humanities in public culture. Requests for advocacy statements can originate with any member of SSSL who provides a written request that provides a clear and concise nature of the matter and which states its relevance to the membership at large, the intended audience of the statement, the timeframe of the statement, and the desired objective of the statement. SSSL advocacy statements are made by the President upon consultation with and by the approval of the majority of the Leadership Council. The Council may decide to move the question to the vote of the entire membership. SSSL should be strategic in selecting matters on which to speak out, and public statements should address matters of clear and common professional interest and concern.