



AMERICAN ASSOCIATION OF PHILOSOPHY TEACHERS

AAPT Code of Conduct

(Approved by the AAPT Board 6/27/2022)

- [Overview](#)
 - [Expected Behavior](#)
 - [Unacceptable Behavior](#)
 - [Reporting](#)
 - [Review of Reports](#)
-

Overview

The American Association of Philosophy Teachers is dedicated to an inclusive, supportive, welcoming, and harassment-free conference experience for everyone. We do not tolerate harassment of or discrimination against conference participants in any form, including on the basis of race, color, or ethnicity; sex; gender identity or expression; sexual orientation; disability; age; religion; place of origin; language; pregnancy or parental status; marital or family status; genetic information; or physical appearance, including body size. Discriminatory language of any kind is not appropriate. Sexual language and imagery are not appropriate for any conference venue, including workshop sessions, unless in the context of an academic discussion of sexual topics. Event participants violating the Code of Conduct may be sanctioned or expelled from the event, potentially without a refund. The Code of Conduct will be available as a handout at the event, and also online at: <https://philosophyteachers/conduct-2022>.

Our Code of Conduct extends to all aspects of AAPT events where individuals' behavior affects the ability of others to participate. This includes online interactions (e.g. conference hashtag on social media), as well as "after hours" at the conference, including social events. This Code of Conduct applies to all AAPT events and community participants, including sponsors and exhibitors (if applicable).

Expected Behavior

- Treat others with consideration and respect.
- Avoid making assumptions about others' identities (including race, gender, sexual orientation, ability, citizenship, etc.) based on appearances.
- Avoid making assumptions about others' professional status and interests based on appearances.
- Attempt collaboration before conflict.
- Engage in critical dialogue constructively and collaboratively.
- Be aware of what is happening around you, and if you see anyone in distress, or witness unacceptable behavior, including violations of this Code of Conduct, please contact the members of the ad hoc Code of Conduct Committee designated for this event. (Contact information appears in conference/event materials.)

Unacceptable Behavior

The American Association of Philosophy Teachers does not tolerate intimidating, harassing, abusive, discriminatory, or demeaning conduct by any participants in AAPT events. This includes, but is not limited to:

- Violence, threats of violence or violent language directed against another person
- Deliberate intimidation, stalking, or following (online or in person)
- Stereotyping others on the basis of actual or perceived race, ethnicity, national origin, religion, gender, gender identity, or sexual orientation
- Continued one-on-one communication after requests to cease
- Harassing photography or recording
- Sustained disruption of talks or other events
- The use or mention of sexist, racist, homophobic, transphobic, ableist or otherwise degrading, or discriminatory jokes and language, including epithets or slurs, with possible exceptions for relevant scholarly discussions of these
- Personal insults, including those related to gender, gender identity or expression, sexual orientation, physical appearance, body size, race, citizenship, religion, or disability
- Mocking, ridiculing, or mimicking another's culture, accent, appearance, or custom
- Inappropriate physical contact; you should have someone's consent before you touch them (except in cases of emergency)
- Unwelcome sexual attention; this includes sexualized comments or jokes, inappropriate touching, groping, and unwelcomed sexual advances
- Demands for sexual favors in exchange for favorable or preferential treatment.
- Sexual images in public spaces, with possible exceptions for relevant scholarly discussions of these
- Deliberate misgendering; this includes deadnaming (referring to someone who has changed their name by their previous name, where they do not wish to be referred to in this way) or persistently using a pronoun that does not reflect a person's gender identity even after being corrected. Address people by the name on their name tag unless they invite you to refer to them by another name.
- Advocating for, or encouraging, any of the above behavior

Critical examination of beliefs and viewpoints does not, by itself, constitute hostile conduct or harassment. Similarly, use of sexual imagery or language in the context of a professional discussion might not constitute hostile conduct or harassment.

Reporting

If someone makes you or anyone else feel unsafe or unwelcome, please report it as soon as possible, if you feel comfortable doing so. If you are considering making a report about behavior towards someone else that you witnessed, talk with the recipient of the behavior first and get their consent to use their name. Alternatively, do not name that person if you have not received their consent, and indicate this in your report. If the recipient of the behavior does not consent, we still welcome a report, though we will respect the recipient's wishes for anonymity and seek to balance our interests in creating an inclusive community with individuals' desire to avoid reporting.

Harassment and other Code of Conduct violations reduce the value of our event for everyone. We hope that people will report them, but we also understand that sometimes there are risks in

reporting that we aren't fully aware of. Please do what you need to keep yourself safe, and know that reporting is an option if you would like to take it.

You can make a report in one or more of several ways. Specific contact information will be available locally at each event.

- **Anonymously.** You can make an anonymous report. We can't follow up an anonymous report with you directly, but we will investigate the report to the degree we can and take whatever action is necessary to prevent a recurrence.
- **By phone.** A particular phone number will be monitored for the duration of the event.
- **In person.** Contact any AAPT staff member, identified by badges or badge ribbons.
- **By email.** A particular email address will be monitored for the duration of the event.

When taking a phone or in-person report, we will ensure you are safe and cannot be overheard. We may involve other event coordinators to ensure your report is managed properly. Once safe, we'll ask you to tell us about what happened. This can be upsetting, but we will handle it as respectfully as possible, and you can bring someone to support you. You will not be asked to confront anyone and we will not tell anyone who you are.

We will be happy to help you to contact campus or venue security, local law enforcement, or local support services; provide escorts; or otherwise assist you in feeling safe for the duration of the event.

Finally, those who raise concerns or complaints reserve the right to pursue other avenues for responding to their complaint.

Review of Reports

Participants asked to stop any behavior violating the Code of Conduct are expected to comply immediately.

The AAPT Board will designate an ad hoc Code of Conduct Committee for each event sponsored by the AAPT, consisting of three board members or their designees. The Code of Conduct Committee will convene in a timely manner during the event to hear any complaint or concern, and to fairly adjudicate the complaint in accordance with the Code of Conduct.

If a participant engages in behavior prohibited by the Code of Conduct, the Code of Conduct Committee will take action to keep the event a welcoming environment for all participants. Such action could include warning the offender or expulsion from the event (possibly with no refund), and, if they have grounds for believing the conduct is illegal, contacting police.

After the event is over, decisions of the Code of Conduct Committee can be appealed to the AAPT Board by the sanctioned member.

We expect participants to follow these rules at all event venues and event-related social activities, as well as in online spaces about and during the conference (e.g., conversations on a conference hashtag).