

## Harassment Committee for Awareness, Response and Equity of the AABA 2021-2022 Activities Report

Submitted by Andrea B. Taylor (Chair, AABA HCARE)

The HCARE was established by AABA Executive Committee leadership in February of 2020 as an Ad Hoc Committee. The committee members serve by appointment of the AABA President for three-year (renewable) terms, except for the first rotation, whereby two members have 2-year terms. The committee is overseen by a chair, who is appointed for a four-year term by the AABA President.

The HCARE was charged with the following responsibilities:

1. Assisting the Executive Committee officers in creating and implementing harassment, bullying, intimidation, retaliation, and/or assault reporting policies and procedures.
2. Receiving and responding to incoming reports of harassment, bullying, intimidation, retaliation and/or assault.
3. Deliberating and determining appropriate responses.
4. Making recommendations to the AABA President.

### *Membership Awareness of HCARE*

To enhance member awareness of this Committee, the HCARE worked with the AABA President to draft an informational piece that was included in the June 2021 AABA newsletter.

### *The NAVEX system for reporting a complaint*

Working with Burk and Associates, we can report that Navex is officially up and running. NAVEX can be accessed on the AABA website (<https://physanth.org/about/committees/harassment-committee-for-awareness-response-and-equity-hcare/>) and can be used by anyone to submit a complaint to HCARE.

### *Complaints*

The HCARE received and assessed four written complaints regarding concerning behaviors. Two of the complaints brought before the HCARE pertained to concerns regarding inappropriate conduct on social media, including the AABA Student Facebook (FB) page, which is not a members-only FB page, and which is not owned or run by the AABA. The HCARE brought these concerns to the attention of the AABA President and Executive Committee and encouraged the Executive Committee to clarify for AABA members which social media sites fall within the jurisdiction of the AABA and to clarify oversight policies and procedures for member social media use in the service of the Association. Two of the complainants reported experiencing intimidation, bullying, and/or harassment in their academic roles at their institutions; in one

case this treatment was reported to have continued even after the complainant left their institution.

None of the complaints involved concerns regarding conduct at an AABA annual meeting or other AABA sponsored event. None of the complaints involved a violation of the AABA Code of Conduct. However, one of these four complaints may involve a violation of the AABA Code of Ethics and this complaint is still being evaluated. None of the three resolved complaints resulted in disciplinary action.