

## **Procedure for the implementation of the articles in the Israeli Sociological Association's Charter regarding securing an environment free of discrimination and harassment <sup>1</sup>**

This document proposes regulations that will ensure the realization of the normative principles set out in Article 1 of ISS charter. The following procedure is not a general ethical code that outlines normative principles, but rather serves as a means of aiding the realization of normative principles that have already been determined. The document does not change the articles ISS charter at this time, but rather determines how the existing regulations will be implemented, and it came into effect upon its approval by ISS Board.

The document has two goals, which were further clarified following the public hearing on the matter held in February 2019:

1. To ensure that ISS conferences and events are experienced as safe spaces. As evidenced by the testimonies presented at the public hearing, ISS activities now include events that are not experienced as such, to a large extent because of the active participation of those who violated Article 1 of ISS charter, and, as a result, injured persons, victims and other affected persons are excluded from those activities;
2. To send a moral message that ISS will not serve as a mechanism for the reproduction of power of those who misused it, and will not legitimize such abuse of power, by denying official recognition and privileges from those persons who violated Article 1 of the charter.

The premise of this document is that ISS, due to its limited resources, will refrain from becoming a quasi-judicial body. The purpose of the procedure set forth is not to ascertain the truth and to penalize in an administrative manner, but rather to ensure that ISS offers a safe environment in the spirit of Article 1 of ISS charter, which expresses full commitment to an "egalitarian and democratic environment for all its members, free of discrimination and harassment."

In the spirit of these goals, ISS Board outlines the following regulation in order to implement articles of ISS charter on the subject of environment free of discrimination, harassment and hurtful behavior.

1. Participants in all ISS activities shall be made aware of sexual harassment or discrimination as defined by law and be alerted that such actions have no place in ISS conferences and events. Such announcements will be made both in the event registration and during the event itself. It should also be clarified that if harassment, discrimination or hurtful behavior is experienced, it is possible to turn to the ISS leadership (and in particular to the organizers of the event or their representative, to ISS President of ISS, or to members ISS Board).

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<sup>1</sup> Approved by ISS Board on 10 May 2019 and by vote in July 2019.

Israeli Sociological Society (registration no. 580016954)

2. In order for activities, of ISS and its many section communities, to constitute a safe and non-discriminatory environment, free harassment and hurtful behavior, the perpetrators of such acts shall be barred from holding positions of authority in the community, including the following:
  - (1) Hold positions of authority, such as section leader, treasurer, or member of any ISS official committee;
  - (2) Hold positions that involve evaluation or judgement;
  - (3) Receive an official award or recognition from ISS;
  - (4) Serve as speakers in conferences organized by ISS or its section communities.
3. The rules specified in section 2 shall apply:
  - (1) To a person convicted in a court of law or disciplinary board for acts that may harm ISS's environment free of discrimination, harassment and hurtful behavior, including sexual or other discrimination or harassment, or abusive behavior;
  - (2) To a person determined in a court of law or a disciplinary proceeding as having committed such acts, or to a person who has admitted such acts as part of a legal or disciplinary proceeding (even if he/she has not been convicted).
4. In cases in which ISS Board is informed that a complaint has been submitted to an institution imbued with the authority adjudicate (i.e., the police or the authorities of an academic institution):
  - (1) We shall endeavor to hold a discussion with all concerned regarding the participation of the person against whom the complaint was filed;
  - (2) In the framework of these and other attempts to maintain a safe environment, ISS Board reserves the right to suspend until the investigation of the complaint has been resolved;
  - (3) Notwithstanding the provisions of section 2(4), if the procedure for investigating the complaint is not exhausted within a year, ISS Board may resume consultation regarding the continuation of the suspension;
  - (4) During this process, ISS will continue to act, to the best of its abilities, to provide support and guidance to the complainants.
5. In general, the sanctions specified in this regulation are not bound in time. The lifting of the sanctions, in whole or in part, will be considered only after the person sanctioned shall approach ISS Board with a request on the matter. Discussion of such a request will require acceptance of responsibility on the part of the sanctioned person. When considering and deciding on such a request, ISS Board will take into account various considerations, including: the position of the complainant in the matter, the circumstances of the matter, the punishment imposed on the applicant, and the duration since the actions.

Israeli Sociological Society (registration no. 580016954)

In addition, discussion of these procedures by ISS Board also led to the following decisions:

ISS Board believed that membership in the association of those who violated these rules impairs the principle of a safe environment, as it permits those lawbreakers to participate in ISS conferences and events; In addition, ISS Board believed that the list of positions from which such lawbreakers are barred should also include election position in ISS Board. However, for legal reasons, these two stipulations require changes in the ISS charter and such changes can take effect only once they are approved by a majority vote at the general assembly of ISS members. Thus, at the next ISS General Assembly, which will be held at the 2020 annual conference, ISS Board will bring the following two proposals before the ISS General Assembly for discussion and vote.

(1) Amendment of Section 15 of ISS Charter, which enumerates the circumstances in which it is possible to suspend or cancel membership in ISS, so that it will be possible to suspend or cancel members also in respect of a violation of Section 1 of ISS charter;

(2) Amendment of ISS Charter, so to specify that those who have violated Section 1 are barred from any elected position in ISS Board (including ISS Presidency); and that if they hold such elected position, they will be replaced at the next ISS meeting, even if their term in office has not yet been completed.