Redefining Expectations:
The role for scientific societies in addressing harassment in science and other work climate issues

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Today’s Discussion

How did we get to this point?

Understand key changes to AGU Ethics Policy: Potential implications and impacts

Additional Steps – Potential actions for each of us
A key starting point - The September 2016 Workshop

- **65 Participants**: Academic Leaders / Scientific Societies Leaders / Government Agency Reps
- **Executive Leaders** from AAS / AGI /AMS/ AGU / GSA / AAAS/ ACS / ESA/ AWG/ ESWN/ SEG/ National Academies
The Opportunity as a Professional Society

- Promote and codify professional behavior
- Enforce sanctions tied to code-of-conduct and policy
- Educate and support members
- Collaborate and positive incentives for a changed culture
Recent AGU Ethics Program Emphasis: Harassment as a Code-of-Conduct Issue

Stop Harassment Workshops and Educational Sessions

Updates to AGU Ethics Policy
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- Ethical standards for all members
- Harassment and bullying as code-of-conduct Issue
- Applies to all AGU programs – including Honors and Governance
- Clear follow-up process
Key Changes in AGU Ethics Policy

Expands the AGU definition of “Scientific Misconduct” to include misconduct towards others (i.e., harassment, bullying, etc.)

Include “code of conduct implications” for Honors and Recognition and AGU Governance participants

Policy to cover member misconduct that harms another AGU member, or may bring harm to AGU’s mission or reputation
Other Policy-related Recommendations

- Use "Sanctions self-disclosure" - similar to "COI self-disclosure" to help in honors and awards implementation. Statutes of Limitations described – case by case considerations.

- Make the annual AGU Ethics Summary Report more broadly available to AGU members.

- Program emphasis is to inform and educate; however, clear processes and consequences will be important elements.
Understanding the Implications: AGU Ethics Policy Boundary Condition Examples
Ethics Hypothetical Example:

AGU member sanctioned by home institution for misconduct/inappropriate behavior – Request from victim to ban this person from meeting she would attend. - **AGU can act if it chooses under updated policy. Decide case-by-case.**
Ethics Hypothetical Example:

Scientist found guilty of research misconduct by federal agency – Misdirection of research funds. - *Self disclosure would apply if an AGU member and candidate for office or award. Decide case-by-case if it is disqualifying*
AGU member sanctioned by university for misconduct (sexual harassment) in the distant past; has done restitution but information recently leaked to public. - *Self disclosure would apply; no specified statutes of limitation.*
Other Actions in Progress:

- SafeAGU/ SafeOSM
- Bystander Intervention Workshops
- Stop Harassment Website
- Professional Conduct Self-Disclosure
- Ethics and Equity Resource Center
  - Work-climate Surveys
  - Sponsored Research
  - Departmental Self-Assessment Tools
  - On-line webinars and resources
- NAS Committee Report – June 2018
What can individuals do to help change the work-climate?

Potential Actions:

- Request departmental work-climate or departmental self-assessment surveys
- Encourage involvement in gender-equity programs with positive incentives (Athena Swan/ SEA Change)
- Identify and recruit allies / Learn how to intervene
- Continue to speak-up / speak-out
Please Contact Us

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Thank you!