



DHST Respectful Behavior Policy

Approved by the DHST Extraordinary General Assembly (October 21-26, 2024)

Preamble

The Division of History of Science and Technology of the IUHPST is an international non-governmental organization devoted to international cooperation in the fields of history of science and technology across the world. It is managed by voluntary, unpaid elected officers. The main activities of the DHST are to organize an international congress every four years and coordinate the activities of numerous commissions.

Commitment

DHST affirms its commitment to building a safe and inclusive environment for all individuals that participate in its activities, especially students, early career scholars, and individuals from groups that have historically been, or are currently, marginalized. We recognize that people can be vulnerable to power differentials in academic structures and that it can be difficult for individuals to file a complaint. Accordingly, DHST deplores all harassment, abuse, and intimidation, and is sensitive to the harm suffered by persons who experience it.

Respectful behavior

Freedom of expression and vigorous debate are crucial to scholarly exchange. DHST strongly values mutual respect and strives to provide an environment for intellectual exchange that is free from bias and intimidation. DHST is dedicated to securing a safe, hospitable, and productive environment for everyone engaging in our meetings, of any size or form. We expect speakers, questioners, and audiences at any DHST events to demonstrate self-control and civility, even during strong disagreement, and not to engage in *ad hominem* attacks. Furthermore, we expect those participating in DHST events to treat others with respect and not to engage in behavior at any time that is discriminatory, intimidating, threatening, or harassing. This expectation applies to our officers, speakers, volunteers, and attendees at DHST occasions, whether in person or remotely via digital media.

Nondiscrimination and Anti-Harassment Standards

In all of its events, DHST prohibits any unwelcome conduct that is based on an individual's sexual orientation, gender identity, race, color, religion, national origin, age, social and marital status, disability, body shape, physical appearance, pregnancy status, career stage or employment status and that creates an environment that a

reasonable person would consider intimidating, hostile, or abusive. Harassment, intimidation, and abuse may include such actions as:

- (1) inappropriate physical contact;
- (2) demeaning jokes, kidding, or teasing;
- (3) verbal abuse and epithets;
- (4) degrading or slanderous comments;
- (5) the display of offensive or sexually suggestive objects or pictures;
- (6) conduct or comments of a lewd or lascivious nature, including pressure for sexual activity;
- (7) repeated offensive sexual flirtation, advances or propositions;
- (8) wrongful appropriation of ideas, results, authorship or credit by means of overt or implied threats;
- (9) wrongful exclusion of individuals from spaces, discussions, or decisions they have a legitimate claim to participate in;
- (10) compelling individuals to engage in any kind of behavior against their will;
- (11) any other conduct that the individual (or group of individuals) might reasonably find to be intimidating, hostile, offensive, coercive, or threatening.

For the purposes of this policy, sexual harassment does not refer to occasional compliments of a socially acceptable nature or consensual personal and social relationships.

Reporting

1. If an individual or group of individuals believes that they have experienced any violation of this policy at events or in media funded or organized by DHST, the person or group should report the incident immediately to the designated Ombudperson or Ombudpersons (abbreviated Ombud), who will be appointed by Council. The Ombud will preferably be present in person at International Congresses. Although anyone may seek advice from the Ombud, only the individual or individuals alleging that they have been harassed may file a complaint. The Ombud shall listen to the grievance, describe the contents of this policy and procedures, outline issues of privacy and confidentiality, and discuss possible courses of action regarding the filing or non-filing of a formal complaint.
2. The Ombud will not attempt to resolve the complaint nor approach any cited individuals and shall take all reasonable efforts to maintain in strict confidence the identity and privacy of both the complainant and the person or persons implicated in an incident.
3. If an individual elects to file a formal complaint, that person must describe the incident in a written statement delivered to the Ombud. The complainant must

agree that the statement be shared by the Ombud with the DHST President and a three-member standing Review Committee.

4. There is no time limit on filing a complaint, but it is preferable either immediately or very soon after the incident.
5. The Ombud will provide the statement to a three-person standing Respectful Behavior Review Committee appointed by Council every four years who will investigate the case. The Chair of the Review Committee shall contact both parties to discuss the incident and determine whether there is a fair resolution. The accused party may elect to file a written response. If no resolution can be found, the Review Committee shall determine whether the incident constituted harassment under the terms of this Policy.
6. The Review Committee will aim to expedite the inquiry and respond within three months of receiving the complaint from the Ombud.

Procedure

If the Review Committee determines that the incident constituted harassment, it shall furnish a report of the incident with the Committee's findings and a recommended sanction, if any, to the Secretary General within six months of receiving the complaint from the Ombud. The identity of the complainant shall be withheld. The Secretary General will bring the matter to Council, who shall consider the case in strict confidence. The Secretary General shall determine whether the consideration takes place via email or in a meeting.

Sanctions

If a majority of Council concurs with the recommendations of the Review Committee, the Council Executive Committee shall issue a written reprimand including any sanctions. Possible sanctions include banning an individual from attending one or more International Congresses or other events sponsored by DHST, banning an individual from running for office in DHST elections, banning access to DHST digital media, or, in the case of an elected officer, removal from DHST office. The President of DHST will issue a written notification on behalf of Council including any sanctions. Council will decide whether to notify, in confidence, any national committee or commission of their action. The Ombud shall prepare, on a cycle to be determined by Council, an aggregate, anonymized summary of all such reported incidents.

Appointment of Ombud and Respectful Behavior Review Committee

1. Preferably, the Ombud should belong to a qualified international NGO specialized in dealing with harassment. Outsourcing the Ombud is recommended by the International Ombuds Association. It should be noted that If such a person is appointed, there will be fees and expenses to pay.
2. The DHST Council will decide whether it is possible to appoint an external Ombud or whether the appointed person will come from within the ranks of the profession. If necessary, Council will designate a committee to search and recommend suitable individuals for the office. Special care will be taken to avoid any conflict of interest in the appointment of the Ombud.
3. Council shall appoint the first Ombud within reasonable anticipation of the 2025 International Congress, to serve an interim term until the end of the Congress. On this occasion, Council will submit to the General Assembly a definitive appointment, who may be the same person or persons who served the interim term, to serve until the next General Assembly.
4. In case of vacancy or resignation, Council shall appoint a substitute Ombud to serve the remainder of the term.
5. The Respectful Behavior Review Committee will, for the time being, be drawn from Council itself and nominated every four years. However, it is recommended that the three-person committee should be independent of Council and elected by the General Assembly.

DHST Commissions and Sections

The Historical Commissions supported by DHST (Article 5b of the Statutes) shall adopt this Respectful Behavior Policy for their own governance activities and events. We recognize that adaptations may be necessary regarding, e.g., the physical presence of the Ombud at in-person activities, or in the case of Commissions that already have a Respectful Behavior Policy in force. Further adaptations may be necessary in the case of Sections, which enjoy administrative autonomy (Article 7 of the DHST Statutes), and Inter-Division and Inter-Union Commissions, which are codependent on DHST and DLMPST or other international scholarly unions, but they are nevertheless required to abide by the spirit of this policy.

This policy shall be enforced ensuring respect to those reporting and informing, so as to protect them from further discrimination. Delicate information shall be carefully handled so as any victim or witness shall not suffer additional discrimination for denouncing.