



DIGNITY & RESPECT POLICY

TaPRA aims to create and foster enabling and inclusive environments in which all individuals are treated with dignity and respect, free from bullying, harassment and discrimination. We are an anti-racist organisation that promotes a positive culture for research and the sharing of research, one which supports freedom of thought and expression within the law, and within a framework of respect for the rights of other people.

TaPRA maintains zero-tolerance toward racism, sexism, ableism, anti-semitism and other forms of discrimination, by creating safe spaces, systems and times to talk, share experiences and learn from each other.

Harassment, whether verbal or physical, consists of discriminatory behaviour that may be based on (but is not exclusive to) race, colour, gender or gender expression, religion, nationality or national origin, age, marital status, sexual orientation, political beliefs or affiliation, physical ability or disability, chosen research or performance area, parental or caregiver status, or employment status. We recognise that discrimination is often intersectional in nature. The harassment of TaPRA members or volunteers, anybody working on or behalf of TaPRA, or any other individuals attending TaPRA-organised, sponsored and/or affiliated events is unacceptable and will not be tolerated.

FORMS OF HARASSMENT

Bullying and harassment on the grounds listed above is prohibited at all of our events. This may take physical, verbal and non-verbal forms including: (1) jokes or verbal “kidding,” or “teasing” of a sexual or racial nature or about an individual’s age, disability, sexual orientation, gender or religion; (2) verbal abuse, unwanted nicknames, and epithets; (3) degrading comments; (4) the open display of pictures or objects with sexual or racial overtones, even if not directed at any particular person (we recommend the use of content warnings if it is deemed necessary to include such imagery in a presentation); and (5) other conduct that an individual might reasonably find to be intimidating, hostile, offensive, coercive, or threatening. Racist actions and microaggressions often include stereotyping, overlooking, behaving with hostility to or responding in overcritical ways toward racialized or minoritized individuals.

One-off or occasional instances of forgetfulness, rudeness, or tactlessness do not constitute harassment; nor does a single incident of unreasonable behaviour. It is expected that TaPRA members will engage thoughtfully and respectfully with one another.

Sexual harassment has been defined generally as including unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature. It may include such actions as (1) sex-oriented verbal “kidding,” “teasing,” or jokes; (2) repeated offensive sexual flirtations, advances, or propositions; (3) continued or repeated verbal abuse of a sexual nature; (4) graphic or degrading comments about an individual or their appearance; (5) the display of sexually suggestive objects or pictures; (6) subtle pressure for sexual activity; and (7) inappropriate physical contact.

No TaPRA member, volunteer, or conference attendee, or anybody working at or for a host organisation or institution, should be subjected to sexual harassment or unsolicited and unwelcome sexual overtures, nor should any TaPRA member, volunteer, or conference attendee be led to believe that any benefit will in any way depend upon “cooperation” of a sexual nature.

Sexual harassment does not refer to occasional compliments of a socially acceptable nature or consensual personal and social relationships without a discriminatory employment effect. Sexual harassment refers to behaviour that is not welcome and that is personally intimidating, hostile, or offensive.

Please also see the [Standing Conference of University Drama Departments \(SCUDD\) Guidelines for Preventing Sexual Harassment](#).

PROCEDURE FOR REPORTING HARASSMENT TO TAPRA

Complaints about harassment, discrimination, bullying or any form of sexual harassment or assault should be directed to the Chair of TaPRA or any other member of the Executive committee with whom an individual feels comfortable. The names and photographs of the TaPRA Executive Committee members are accessible via annual conference materials and the TaPRA website.

Anyone requested to stop harassing or perpetrating other inappropriate racist, ableist or sexist behaviour is expected to comply immediately. In cases where an offender appears to present the risk of continuing harm at TaPRA events, expulsion from that event is a possible sanction. In cases where a person is proven to have committed an offense, TaPRA membership and any honours granted by the organisation may be revoked.

CONFERENCE PREPAREDNESS

All participants in events organised, sponsored or affiliated with TaPRA will have their attention drawn to this policy.

Each year, our annual conference materials (as well as those for any events that take place over more than a single day) will include a Code of Conduct that aligns with this policy, a procedure for reporting harassing behaviour, and contact details for the local security provider, rape crisis centre, police and the location of the nearest emergency department.

DISCLAIMER

As a voluntary organisation, TaPRA is limited in its ability to respond formally to charges of sexual harassment. Nonetheless, within these constraints the organisation will follow its professional and ethical responsibility to respond to reports of harassment among its membership.

TaPRA cannot control the behaviour of attendees at its events and does not assume legal liability for harassment taking place at the annual conference or other events. This statement is for information only and is not a contract, and does not create any legally enforceable protections or obligations on the part of TaPRA. It is not intended to, nor should it be used to support a cause of action, create a presumption of a breach of legal duty, or form a basis for liability.

The wording of this document has been largely based on the policy of the American Musicological Society, which incorporated elements of the policies of the American Historical Association, the Shakespeare Association of America, and The American Folklore Society, as well as WorkSafe New Zealand's "Preventing and Responding to Workplace Bullying: Best Practices Guidelines" (2014).