

Psychometric Society Code of Conduct Policy

Purpose

The Psychometric Society (PS) is committed to a safe, inclusive environment free from discrimination and harassment. Our goal is to protect participants against bias based on gender, race, nationality, religion, age, sexual orientation, disability, appearance, and socioeconomic status, fostering a respectful space for learning and networking.

The Code of Conduct encourages all participants to actively promote a respectful, inclusive culture where everyone feels welcome and valued within the Society. Participants are urged to address or report behavior that conflicts with these values, recognizing that academic hierarchies and power dynamics may prevent some individuals, such as students and junior scholars, from speaking up. Member behavior outside PS events also impacts the Society's climate, and members are expected to uphold these standards in all professional settings.

The PS Code of Conduct explicitly addresses sexual harassment, which is defined by the U.S. Equal Employment Opportunity Commission (EEOC) as "unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature." Such harassment does not need to be overtly sexual; it can include offensive comments about a person's sex. Behavior qualifies as harassment when it is "so frequent or severe that it creates a hostile or offensive work environment." Sexual harassment can be experienced and perpetrated by individuals of any gender or professional role. The foregoing is intended to be non-exclusive and illustrative only; any and all other forms of harassment or improper behavior are prohibited.

The Society does not tolerate harassment of any kind. Participants violating this Code may face sanctions, including expulsion from events without a refund.

Applicable Settings

The Code of Conduct protects all participants from harm, regardless of their membership status. It outlines expectations for professional behavior at PS-organized conferences, meetups, EC meetings (in person or virtual), BoT meetings (in person or virtual), editorial council meetings (in person or virtual), online platforms, and academic and social activities, including journal reviews, editorship, programs covering formal and informal settings (e.g., dinners, and social gatherings), and any other forum or setting in which prohibited behavior could affect a PS member.

Expected Behavior

The PS Code of Conduct outlines the positive, constructive behaviors expected of participants, including:

- Professional, inclusive communication (in-person and online), using respectful language, handling disagreements civilly, and respecting diverse perspectives.

- Responsible sharing of information about PS or its participants through PS communication channels.
- Proactively helping to prevent harassment or harm, including alerting staff or security if anyone appears in imminent danger.

Unacceptable Behavior

The PS prohibits all forms of discrimination and harassment, including but not limited to:

- Intimidating, bullying, demeaning, or threatening speech or actions.
- Persistent, unwelcome requests for intimacy, especially when linked to professional consequences.
- Physical assault or unwelcome touch.
- Threats of physical harm.
- Use of offensive, abusive, or sexual imagery, photography, or recording.
- Retaliation against anyone reporting misconduct or aiding in investigations.
- Bringing alcohol into PS-sponsored events or underage alcohol consumption. PS strongly discourages excessive drinking during events.

Reporting Prohibited Behavior

PS encourages reporting of all perceived incidents of harassment, discrimination, or retaliation **taking place at or in conjunction with a PS program or activity**, regardless of the offender's identity or position in the Society. Individuals who believe they have been the victim of such conduct (or have observed it) are urged to contact the DEI committee.

PS strongly respects an individual's interest in confidentiality and will endeavor to handle all reports sensitively. PS's goal is that information related to a report will only be disclosed on a need-to-know basis for investigation and (to the extent practicable) only with the permission of the Complainant. PS will strive to address confidentiality matters in a professional and reasonable manner as it deems appropriate.

PS has designated **three safe contacts** to report unacceptable behavior. Additional or replacement contacts may be designated in the future.

Safe Contacts

1. Aditi M. Bhangale (a.m.bhangale@fsw.leidenuniv.nl)
2. Camilo Cardenas-Hurtado (C.A.Cardenas-Hurtado@lse.ac.uk)
3. Steffi Pohl (steffi.pohl@fu-berlin.de)

You may report your concern to one of the designated safe contacts or any member of the DEI Committee. Where practicable, the complainant can discuss the case only with the safe person without informing any other person. PS will endeavor to consult with the complainant (recognizing that in some situations, such as when an anonymous complaint is made, such consultation may not be practical or possible) as to whether the report will be passed to the DEI committee and the EC to decide on appropriate action. The Complainant may ask specific members of the DEI committee and the EC to be excluded from being informed if they feel that there may be a conflict of interest; PS will consider and address such requests as it deems appropriate.

Course of Action

1. A complaint that does not request an investigation: This complaint is made to the safe contact(s) or a member of the DEI committee. With the complainant's permission, the complaint may be shared with the DEI committee and the EC as described above; the individual involved in the behaviour in question is informed that a complaint has been made; the Code of Conduct is shared. The respondent is permitted to respond to the allegations.
2. A **formal complaint for investigation**: Investigations may involve reviewing documentation, interviewing witnesses, and interviewing the Complainant and Respondent. The Respondent is allowed to respond to the allegations. Depending on the results of the investigation, possible consequences for the Respondent may be taken.

Note that the above list is non-exclusive. PS retains sole authority and discretion to investigate any complaints and take any action it considers appropriate to address harassment issues or other matters, in any manner it deems fit.

Review Process for Code of Conduct Violations

If an individual feels their physical safety is in jeopardy, PS encourages them to contact the appropriate law enforcement agency to make a report.

Consequences for Prohibited Behavior

Participants who are asked to stop unacceptable behavior are expected to comply immediately.

Potential consequences for violations of this Code of Conduct include, but are not limited to, warning the offender, expulsion from the conference with no refund, banning from future events, and denying or revoking membership with no refund. This list is nonexclusive, and PS retains the sole authority and discretion to address violations or other matters in any way it deems fit, using any procedures it deems appropriate. All determinations of PS are final and non-appealable (unless PS, in its sole discretion, elects to review a determination).

Recusal

The DEI committee, EC members, and any other individuals responsible for enacting or overseeing this policy will recuse themselves if they have a significant conflict of interest, such as being a specific target of harassment, an alleged harasser, or having a close personal or professional relationship with a target or alleged harasser. PS retains final authority to determine whether a recusal is required.

No Waiver; Revisions

For avoidance of doubt, nothing in this policy is intended to, or shall, limit the rights of PS, the EC, or other authorized representatives of PS, or PS's ability to take any action it deems necessary, appropriate, fit, or in the best interests of the organization, whether by majority vote or by delegation or other procedure, to the fullest extent permitted by PS's then-applicable bylaws or other source of authority, and at any time and regardless of whether there are pending actions or procedures pursuant or related to this policy. Nothing in this policy shall be construed as a waiver or relinquishment of any right, remedy, option, or course of action available to PS, the EC, or other authorized representatives of PS under then-applicable law, regulation, or other source of authority. This policy is subject to revision at any time and may be updated as necessary, without any requirement of notice, and retroactively if so deemed.