



ACADEMY OF Management

Academy of Management: Standards and Procedure Guidance Regarding Sexual Harassment

AOM operates from a mission of mutual respect.

The mission of the Academy of Management is “To build a vibrant and supportive community of scholars by markedly expanding opportunities to connect and explore ideas.” AOM seeks to cultivate a culture of mutual respect and inclusion; the values we hold are:

- We value high quality research, teaching, and practice in the field of management and organization.
- We cultivate and advocate for ethical behavior in all of aspects of our work.
- We provide an inclusive, dynamic, and supportive community for all of our members, embracing the full diversity of our backgrounds and experiences.
- We respect each of our members' voices and seek to amplify their ideas.
- We build cooperative relationships with other institutions committed to the advancement of scholarship and teaching about management and organization.

As such, harassment of any kind obliterates the possibility of creating and sustaining a supportive professional community. Harassment also violates the Academy’s key values. Although the focus of this document is *sexual* harassment, much of the following information applies to any type of harassment.

Harassment is a violation of AOM’s Code of Ethics.

The Academy of Management’s Code of Ethics spells out principles that guide our attitudes and behaviors in our activities within AOM and in our professional lives. When you joined AOM, you committed to uphold the Code of Ethics, so please take a moment to review it. (The Code can be found [here](#).) Regarding sexual harassment, these standards state:

“AOM members do not engage in sexual harassment. Sexual harassment is sexual solicitation, physical advances, or verbal or nonverbal conduct that is sexual in nature, occurs in connection with the member’s Academy activities, and either: (1) is unwelcome, is offensive, or creates a hostile environment, and the member knows or is told this; or (2) is sufficiently severe or intense as to be deemed abusive by a reasonable person in the context. Sexual harassment can consist of a single intense or severe act or of multiple persistent or pervasive acts.”



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AOM members should be particularly aware of sexual harassment risks when conducting job interviews in conjunction with AOM activities. These members should ensure that the conditions in which interviews take place, and the manner in which they are conducted, are appropriately professional and unthreatening. For example, conducting job interviews in a hotel room may give rise to the appearance, perception, or reality of sexual harassment under the definition above. Any situation that may give rise to perceptions of sexual harassment, whether intentional or not, is to be avoided.

AOM members should also take careful note of the vulnerability of students. The Code of Ethics entails that special precautionary measures should be administered to guarantee the safety and security of students.

What can I do?

As a member of the Academy, particularly when you serve in leadership roles at any level, you should commit to understanding AOM standards of conduct and to advocating for, and enforcing, them. Some suggestions:

- Look for ways to educate others in your Divisions, Interest Groups, and Committees, and work proactively to prevent violations where possible.
- Discuss the importance of AOM's Code of Ethics and expectations for a safe and harassment-free organization in your meetings, social receptions, consortia, newsletters, and other channels.
- Take alleged violations seriously.

A detailed statement of the AOM's policies and procedures for handling charges of ethical violations can be found [here](#). A useful description of the process, with a flowchart showing the steps to take if you or other AOM members have ethical concerns, is provided [here](#).

Learn more, get help.

Anyone who experiences or witnesses sexual (or other) harassment at, or in relation to, an AOM-associated activity can obtain guidance by reaching out to Ombuds@aom.org. Request educational materials or other help to improve visibility and awareness on this issue from the AOM Ethics Education [Committee leadership](#).