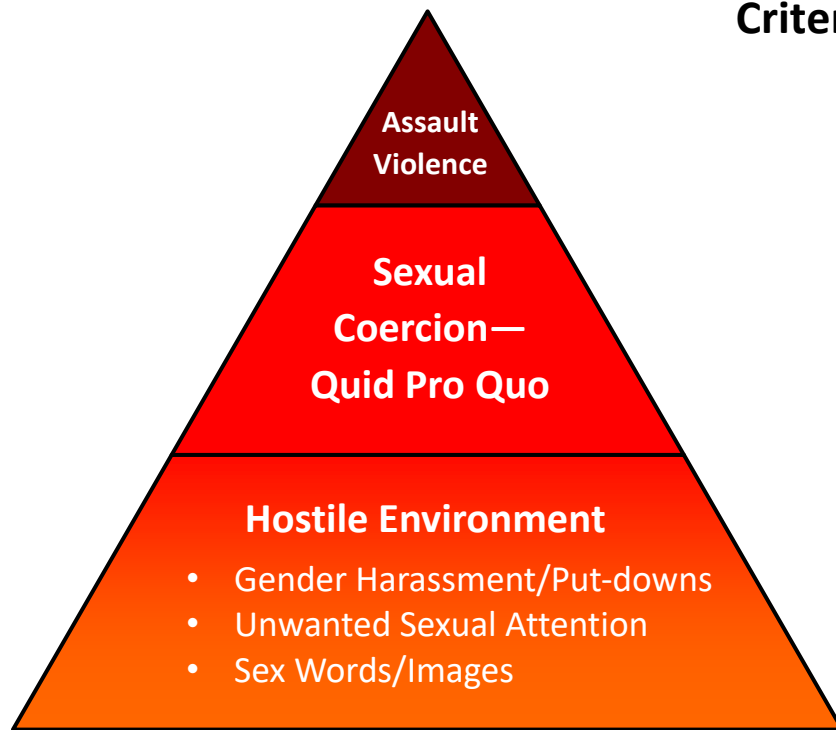


## STEP 1: Assessing Severity of Harm – Key Principles



### Adequate Policy:

- Inclusive Conduct Aims + Expectations
- Options for Reporting Concerns
- Resolution Process + Remedies Aligned with Harm to Aims

**Criteria + Amplification + Attenuation + Judgement = Harm**

- **Pyramid Tool Companion: Harm Escalation Pyramid**
- **Align severity of harm criteria with aims**
  - Harm to inclusive community > Individual interests (but may be intertwined)
  - Harm of gender harassment = Harm of sexual coercion, unwanted sexual attention
  - Disrupt pattern of harassment
  - Severe/Safety; Persistent vs. Isolated + age of conduct; Scope; Harasser power— Amplify/Attenuate
- **Legal compliance alone won't achieve inclusion**
- **Adequate policy needed for meaningful action**

## Part A. HARM: GUIDING PRINCIPLES & CRITERIA

- ❖ **Combination of criteria + amplification + attenuation + judgment, applied to facts of a situation = Level of Harm**
  - ❖ **Facts + society policy (conduct standards/criteria/perspectives) will differ—so will determinations of harm.**
  - ❖ **Each society alone should judge harm for policy + legal reasons.**
- 
- **Overarching Criterion** → Deleterious effect on inclusive community aims
    - ✓ Effect on undermining inclusive conduct standards + driving talent from the field
    - ✓ Harm to inclusive community aims is generally more severe than harm primarily to any individual's interest (although the two may be intertwined when harm to an individual also harms the community)
  - **Scope of Harm's Effect (Amplification if Broad)** → Individual vs. small group vs. society community or field
  - **Safety (Amplification if Severe Instance)** → Physical violence, emotional abuse—actual or serious threat
    - ✓ Significant effect of a single incident or cumulative incidents
    - ✓ Gender-based put-downs/sexism, if severe or repetitive, cause equivalent psychological harm to that caused by sexual coercion and unwanted sexual attention
  - **Persistence (Amplification) or Isolation (Attenuation)** → Aged conduct concern, without recurrence—Whether conduct is fleeting & isolated—Whether it is repetitive/frequent/persistent
  - **Adding to a Pattern Amplification** → Whether data indicate a pattern of the type of conduct concern in the society/unit/activity that needs disruption
  - **Power Effect Amplification** → Accused in a senior stage of career, leadership role, role of honor
  - **Everyone Knows + Corroboration** → Repetitive similar allegations against the accused—or persistent, widespread rumors over time without reports—if there is any corroboration
    - ✓ Isolated bare rumors warrant monitoring;
    - ✓ Persistent, widespread allegations/rumors without corroboration warrant serious review, ongoing monitoring, protective + community-building measures (even if punishment isn't possible)
  - **Other Effects (Amplification if Severe):** Impact on reputation; operation; legal exposure; finances or resources of field, society, individuals
  - **Responsibility Attenuation** → Accused takes responsibility (when due), demonstrates appreciation of the severity of misconduct/harm, and takes or credibly commits to action to remedy the harm.

**Part B. ALIGNING PROCESS: WITH AIMS , HARM, POTENTIAL REMEDIES**

- ❖ **The severity of harm factors into whether (and what severity of) punishment or lesser consequences would be needed as a remedy—and therefore the choice of an informal or formal resolution process.**
- ❖ **If a process to advance Community Building Objectives would remedy the harm, additional remedies generally wouldn't be needed. An informal process likely would be effective.** (Assessment Resource Parts B, C , D, E)
- ❖ **Generally, a “fundamentally fair” process with a formal finding of responsibility is needed for remedies beyond a voluntary community building process. Ideally, the accused and target *also* agree to engage in community building.** (Temporary preventative safety and non-disruption actions do not require a finding of responsibility; but include an informal chance to be heard.) Assessment Resource Parts B, C, D, F
- ❖ **Remedies beyond community building may result from an informal process when the accused owns responsibility and agrees to such remedies without a formal process.**

**Resources:** [Pyramid Tool](#) + Arrow Banner Key in Assessment Resource, p. 8; Model Notices Regarding Temporary Measures When Allegations Implicate Safety, found [here](#).

**Example remedies that may be included in a society policy (clustered to align with severity of harm):**

**When remedying harm requires a formal finding of responsibility and severe punitive action**

- ✓ Termination or denial of employment;
- ✓ Permanent expulsion from or denial or revocation of all affiliations with the society (no membership, roles, privileges, honors);

**When remedying harm requires a formal finding + some remedy + community-building (in descending order of severity)**

- ✓ Suspension\* of employment or other discipline short of termination;
- ✓ Suspension or deferral\* of membership + associated privileges;
- ✓ Revocation, denial, suspension, or deferral of honors or awards (with/without potential future conferral);
- ✓ Removal or suspension\* from a volunteer position (with/without potential for future service);
- ✓ Removal or suspension\* from a leadership position (with/without potential for future service);
- ✓ Public reprimand or statement;
- ✓ Permanent prohibition or suspension\* from attending or making presentations at Society meetings;
- ✓ Administrative leave from any role for the Society;\*
- ✓ Temporary or fixed-term no-contact requirements for the accused + identified target;\*
- ✓ Private reprimand;
- ✓ Notification of the finding of a violation (just fact of allegation + finding) to the violator's home/affiliated institution(s);

**When harm is best remedied by informal community building processes**

- ✓ A community building process to achieve Community Building Objectives, where no formal finding of responsibility or further remedy is needed to address community, individual or legal needs

*\*These can be temporary measures that provide a remedy after a finding—or they can be temporary preventative measures prior to a formal finding, with clarity in policy and communications that they do not reflect a judgement or findings, but are imposed as mission-driven, preventative non-disruption and safety measures.*

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