

# The 2019 Harassment-Free AAG Survey

with a Foreword written by the AAG Harassment-Free Task Force



Cuomo, Dana  
Dasgupta, Debanuj  
DeLyser, Dydia  
Dowler, Lorraine (Chair)  
Eaves, Latoya E.  
Mannozi, Candida  
Mullings, Beverley  
Mott, Carrie  
Royals, Erin  
Shabazz, Rashad  
Smithwick, Erica  
Torres, Rebecca M  
Thomas, Deborah  
Ziegler, Susy

---

# FOREWORD

In April 2018, the Harassment-Free Taskforce was by the AAG's Executive Committee to develop a survey focused on harassment at our national meeting. The AAG Council approved the survey in April 2019.

The Taskforce was wary of focusing exclusive attention on sexual harassment at risk of relegating other forms of harassment, such as racism, trans and non-binary oppression, religious intolerance, and assumed ableism to the shadows. For this reason, the survey was developed to speak to multiple forms of harassment. The survey, which was distributed to the membership in May 2019, was the result of several development meetings by members of the Taskforce and feedback from pilot tests conducted with AAG members. Although the Taskforce developed the content for the survey, Betty Harper, a survey consultant, was hired to enter the survey into Qualtrics software, conduct pilot tests, disseminate the survey to membership and analyze the results. Her report is attached. Once the content of the survey was delivered to the consultant, a strict firewall was established so that the Taskforce would not be privy to any preliminary data results that could risk the anonymity of any participating AAG member. This partition also ensured that the Taskforce could not shape the analysis and outcome of results.

Surveys are a useful tool in the first step in understanding harassment; however, surveys can reproduce dominant identity epistemologies when deferring to statistical significance. As a taskforce, we recognize that aggregative categories like 'Minority/Not Minority' or 'Male/Female,' that are included in the report, can create their own erasures by drawing attention away from the systemic practices like racism and heterosexism, that give rise to the categories themselves. We recognize the limits of this type of taxonomy that does not allow for more fluid and intersectional discussions of race and non-binary gender identities.

## **Summary of Results**

Of the 1,650 members who responded to the survey (14% response rate), one in nine reported they had experienced harassment at the national meeting. These experiences of harassment are twice as high among participants who identified as members of color, as women (both Trans and Cis), part of the Gender and Sexual Minority (GSM) community, and differently-abled (p. 11-13 consultant's report). One in seven attendees reported having observed harassment at the national meeting. Perhaps the most striking statistic that points to the culture of the national meeting is that 1 in 2 survey participants (49%) acknowledge they have been warned to stay away from someone at the meeting who has a reputation for harassment (p. 17 consultant report). Survey participants who identified as having been harassed at the national meeting point to their gender identity and or gender expression, race, ethnicity, sexuality, and social class as the reason for the harassment. Although 58% of survey participants were confident that most conference participants would make sure someone who was the target of harassment was

"ok" if they witnessed them being harassed, members of color, women (both Trans and Cis), those who identified as part of the GSM (gender and sexual minority) community, and as differently-abled, felt less confident someone would check to see if they were "ok" (see consultant report p. 13-15).

The types of harassment mentioned by survey participants included suggestions that they 'tone down' an aspect of their identity, being subjected to offensive or lewd jokes, comments about their clothing or body, someone engaging with them about their identity in uncomfortable ways, bullying, and being leered at or stared at excessively (see p. 17 consultant's report).

When the participants were asked what the AAG should do in the future, there were very high levels of support for continuing to have an independent advocate at the meeting (79%); generating a yearly accounting of the numbers of harassment reports filed that year (66%); continue to have an off-site independent professional ombudsperson available to file a complaint (63%). There was significant support for bystander intervention training at the meeting (45%), and the creation of alcohol-free networking spaces (35%). Only 5% of the survey participants felt that the AAG should do nothing and that harassment is not a problem at the meeting (see p. 21 consultant's report).

### **Moving Forward**

We are concerned about the results of the survey for several reasons. First, the numbers of participants who identified as harassed doubled for those who identify as members of color, as women (both Trans and Cis), part of the GSM community, and differently-abled. Second, the Taskforce embraced the name Harassment-Free as we believe the only acceptable level of harassment at the meeting is zero. In this survey, 174 of our colleagues identified as having been harassed at an AAG meeting. The experiences of harassment that participants listed as having the most significant impact on them ranges from being told to downplay their identity (58 instances); comments on their body or clothing (51 instances); being bullied (44 instances); being touched or grabbed in a way they did not want (31 instances); being misgendered by a conference attendee (18 instances); someone directing vulgar gestures at them (15 instances); told their rank or career achievements were the results of a diversity requirement (21 instances); offered career advancement by an attendee in exchange for sexual favors (12 instances); being sexually assaulted (4 instances), (see p. 33 consultant's report for full list of instances).

Beyond the initial development of the survey, the Taskforce views as our role the creation of programmatic recommendations for the national meetings based in part on the outcomes of the survey. The following programs have been approved by The AAG Council on November 17, 2019, for implementation at the 2020 National Meeting in Denver, Colorado, and are attentive to actions plans for advocacy, education, and transparent communications.

### **Advocacy**

Survey respondents were positive about continuing to have an on-site, professional, independent AAG advocate at conferences (79%); and an off-site independent ombudsperson (63%). The AAG

Administration will again extend contracts to Natalie Dolci last year's national onsite meeting advocate and Sherry Marts last year's independent offsite ombudsperson. Their contact information will be made widely available at the Denver meeting, including on the back of members' name tags. As the membership becomes more aware of the advocacy and reporting process, the Taskforce expects an increase in the number of reports. This uptick is not a negative occurrence; instead, it means that the membership is more aware and trusts the process. Thus, the Taskforce, the Council, and the AAG administration all agree that continuing the advocate and ombudsperson roles at the national meeting is critical.

## **Professional Education Programs**

### *Program 1.*

*Swearingen Consulting and Training* will be contracted to implement the following educational workshops. Forty-five percent of the survey participants requested the addition of bystander intervention programs at the national meeting. Given the sizeable and increasing numbers of student members, education focused on identity as it relates to harassment will encourage thinking about professional ways to ensure inclusion and proper mentoring. These workshops will be sponsored by the Graduate Student Affinity Group, The AAG Enhancing Diversity Committee, and The Harassment-Free Taskforce.

### Workshop 1.

Title: It's Everyone's Responsibility: Concrete Response Strategies For Harassing or Discriminatory Situations

#### Summary

Witnessing or experiencing harassment, discriminatory actions, or microaggressions in academia is all too common. Individuals often experience this harm because of their real or perceived intersecting identities, including race, culture, gender, sexual orientation, ability status, religious affiliation, nationality, or immigration status. Many faculty and graduate students want to respond, but do not have strategies for the unique power differentials and context of their particular academic settings. This training will offer space for academics to reflect on how harassment and discrimination manifest in the field of geography. Individuals will use tailored case scenarios to practice the skills of bystander intervention, calling in/out, amplification, and micro-affirmations. Faculty and graduate students will leave this session having concrete response skills that support positive community and social norms and the development of healthier academic settings that inhibit future harm from occurring.

### Workshop 2

Title: Preparing for Disclosures: How to Respond when Individuals Share That They Have Experienced Discrimination, Harassment or Violence

## Summary

It is essential in academia that faculty and graduate students in leadership roles are prepared to respond when an individual discloses that they have experienced discrimination, harassment, or violence. The way individuals experience this harm is often affected by their intersecting identities, including race, culture, gender, sexual orientation, ability status, religious affiliation, nationality, or immigration status. In addition, some individuals present with co-occurring mental health concerns. This training will equip academics with an understanding of trauma-informed practices and tailored response phrases to utilize when receiving a disclosure. There will be a brief discussion on the intersection of federal Title IX guidance, potential reporting options, and a review of relevant campus and community-based resources. During this training, individuals will use case scenarios to practice the application of this information and will leave feeling empowered to support colleagues and students in their academic settings.

In order to accommodate attendees' schedules each of these workshops will be offered twice at the Denver meeting

### *Program 2.*

The Harassment-Free Taskforce and the *Mental Health Affinity Group* will co-sponsor a workshop conducted by *Mental Health First Aid Colorado*, a skills-based training course. *Mental Health First Aid* is a course that teaches how to identify, understand, and respond to signs of mental illnesses and substance use disorders. The training develops skills individuals need to reach out and provide initial help and support to someone who may be developing a mental health or substance use problem or experiencing a crisis.

### *Program 3.*

Harassment-Awareness Campaign- Posters at the AAG

Many professional organizations, such as the AGU, have developed visual public awareness campaigns about harassment at their national meetings. At this year's Denver meeting a series of posters will be displayed to promote understanding and knowledge of attendee rights regarding harassing behaviors at the national meeting.

## **Transparent Communication Programs**

### *Program 1a.*

This year's AAG Guide to Denver will go beyond the traditional restaurant listings. The AAG takes seriously that 35% of survey participants requested alcohol free-networking spaces. In addition to other important local information, the guide will include information for those attendees who are looking for sober entertainment. The guide will also include links to advocacy organizations such as Alcohol Anonymous, Narcotics Anonymous, and mental health support organizations.

#### Program 1b.

Starting with the 2020 Annual Meeting in Denver, the AAG will be experimenting with different ways to de-emphasize alcohol at its major networking events. The Welcome Address by Executive Director Gary Langham has been moved to a morning slot and will be preceded by a Breakfast Social. The AAG plans to survey attendees about these changes and will adjust arrangements for future meetings according to the feedback received.

#### *Program 2.*

*Roundtable Discussion at the AAG:* The Harassment-Free AAG Taskforce invites the membership to participate in an open discussion of the Taskforce's progress thus far, including outcomes from the Harassment-Free survey, future interventions, and awareness programs, and the possible evolution of the Taskforce into an affinity group focused on inclusion. The goal of this session is to solicit ideas for an action plan for the Taskforce/ Affinity group to assess where we are, where we want to go, and how to become a more inclusive organization.

#### *Program 3a*

Increased Website Content. As the AAG upgrades the organization's current website, an educational space will be designed where members can access materials including policies and best practices around issues of harassment they might want to recommend at their home institutions.

*3b.* As part of the Website upgrade, the process of reporting harassment at the national meeting will be made as transparent as possible. The AAG will publish the step by step process of filing a complaint, in addition to the names of the conduct committee, who will be responsible for reviewing the case.

#### *Program 4*

Session chairs will be provided information prior to the meeting in an email that outlines the best practices on keeping discussions academically productive and modulating attendees who adopt bullying practices.

---

# HARASSMENT-FREE AAG CONFERENCE SURVEY FINDINGS

July 2019

## EXECUTIVE SUMMARY

---

In May 2019, the AAG worked with an independent consultant to collect baseline survey data about harassment at recent annual meetings. The majority of survey respondents (81%) were aware of the new Harassment-Free AAG policy, but less than half were aware that the AAG had expanded its Code of Conduct to prohibit specific behaviors (48%) or that there is a Harassment-Free AAG Task Force (46%). This suggests that educating members about harassment-related policies should continue to be a priority for the organization. Respondents were mixed in terms of reporting feeling confidence in their ability to report harassment, their confidence in other AAG members' responses to harassment, and the AAG's competence in handling complaints; women, minorities, people who are not exclusively heterosexual, and the disabled consistently reported lower levels of confidence in these areas.

One in nine participants reported experiencing harassment at a national AAG conference, and one in seven observed harassment at a conference. Females, minorities, those who are not exclusively heterosexual, and the disabled were significantly more likely to experience harassment than their counterparts. The most common types of harassment reported by respondents included being told to downplay some aspect of identity for career advancement, someone telling offensive stories or jokes, inappropriate comments on physical body or clothing, attempts to discuss your identity in an uncomfortable way, being bullied, and being leered at or stared at excessively. Respondents most often categorized the harassment they experienced or witnessed as gender/gender-identity based, sexual, racial or ethnic identity-based, or sexuality based. For those who personally experienced harassment, the harassers were most often strangers (46%). In roughly a third of cases, the harasser was a senior colleague or acquaintance. Harassment most commonly occurred during the conference at a conference venue (71%).

When survey participants were asked about their response to observing someone else being harassed the most common response was to provide support to the victim (38-40%). One quarter to one-third of respondents did nothing because they were not comfortable doing something, weren't sure what to do, or felt it was not their business. Slightly more than half of respondents who personally experienced harassment told someone else about it and slightly less than half did not. Among the respondents who chose not to tell anyone about the incident, the most common reason given was wanting to "move on and forget about it." Only five percent of respondents experiencing harassment filed an official complaint or report, and 23% were not sure how to do so.

All survey participants were asked what, if anything, they thought the AAG should do to help reduce and prevent harassment at conferences. More than half believed that the AAG should continue to have an on-site, professional, independent AAG advocate at conferences (79%); release an annual report to the membership of the number of reported harassment cases (66%); and/or continue having an off-site, independent, professional ombudsperson available if an attendee needs to file a complaint (63%). Fifteen percent of respondents wrote in comments and suggestions for other things that the AAG could do to reduce and prevent harassment. Several themes emerged from these comments including suggestions around increasing education; establishing, publicizing, and enforcing consequences for harassing behavior; and strengthening and/or expanding AAG policies around harassment. Several respondents noted the importance of having a clear and visible process for reporting and investigating harassment.

Overall, the findings indicate that harassment broadly defined is part of the conference experience for one in nine conference goers. One in seven report observing harassment and one in two have been warned to avoid a fellow conference attendee with a reputation for harassment. These findings suggest that the AAG needs to continue to improve and increase its education and publicization efforts around existing policies and processes related to harassment.

## INTRODUCTION

---

Reports of harassment at disciplinary meetings is a growing concern. Recent member surveys in organizations including the American Historical Association<sup>1</sup> and the American Political Science Association<sup>2</sup> have revealed that some members experience insulting, harassing, or demeaning behavior while attending professional meetings. To explore and address issues of harassment at its annual conferences, leaders of the AAG Council appointed the Harassment-Free AAG Task Force. As a starting point for their work, the Task Force collaborated with Dr. Betty J. Harper, an independent survey consultant, to conduct a member survey that collected baseline data about harassment at recent annual meetings. The objectives of the survey were to:

- determine the extent to which harassment is occurring at AAG annual meetings,
- determine the nature of the harassment,
- determine if certain subpopulations are more likely to be the targets of harassment, and
- determine members' preferred interventions.

The survey was developed by a subcommittee of the Harassment-Free AAG Task Force and then reviewed and revised in consultation with the full Task Force and the AAG Council. To focus responses, the survey focused predominantly on incidents of harassment at national AAG meetings over the past

---

<sup>1</sup> Jaschik, S. Harassment at Annual Meetings. *Inside Higher Ed*. Retrieved July 19, 2019 from <https://www.insidehighered.com/news/2018/10/02/american-historical-association-report-reveals-harassment-and-demeaning-behavior-its>

<sup>2</sup> Jaschik, S. Harassment at the Annual Meeting. *Inside Higher Ed*. Retrieved July 19, 2019 from <https://www.insidehighered.com/news/2018/01/02/political-science-group-finds-significant-minority-members-have-experienced>

five years. The survey was reviewed and then pilot-tested by a group of volunteers. The online survey was distributed to AAG's members and affiliates in May 2019 via the organization's membership contact lists and social media. The survey was open for sixteen days. Responses were anonymous, and only aggregate data were shared with the AAG. This report summarizes the survey findings. Survey questions and response frequencies by item are provided in the Appendix.

## RESPONDENTS

---

There were 1,650 respondents to the survey. Based on AAG's membership base of 11,795<sup>3</sup>, this is a 14% response rate. This response rate is only an estimate due to the anonymous nature of the survey and because membership was not a requirement for participation. Of the respondents, 74 had not attended a conference in the past five years, 13 were unsure if they done so, and 10 did not answer this question. Because the survey focused on events in the past five years, these respondents were not asked to complete the remainder of the survey, leaving 1,553 respondents in the working dataset.

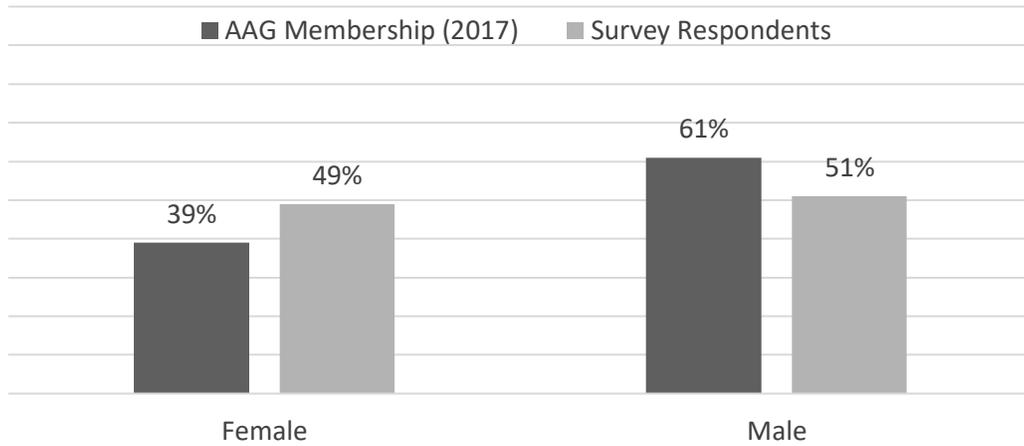
Among the respondents, 78% were current AAG members, 18% were not, and 4% were not sure. When comparing the gender composition of the survey respondents to that of the AAG membership, it appears that women are overrepresented among the survey respondents – 39% of AAG members are women compared to 49% of the survey respondents (Figure 1). Since women typically respond to surveys at a higher rate than men and are also more likely than men to be victims of sexual harassment<sup>4</sup> – a major focus of this survey – the overrepresentation of women in this survey is consistent with previous survey research and the committee's expectations. Comparisons between the ethnoracial composition of the AAG membership and survey respondents are less straightforward since the AAG membership database categorizes members into a single racial/ethnic group, and the survey allowed respondents to select more than one ethnoracial category. Also, the categories used in the AAG membership database are not consistent with those used in the survey (e.g., the AAG membership data uses the category Native American, Native Alaskan, while the survey used the category Native American or American Indian). Table 1, does however, provide a general overview of members and survey respondents' distribution by race/ethnicity. The numbers suggest that White respondents were overrepresented in the survey and that Asian respondents were underrepresented. Since non-members were included in the survey population and ethnoracial categories are not consistent across the AAG membership database and the survey, a statistical comparison between these ethnoracial distributions is not included in this report.

---

<sup>3</sup> Official membership as of December 31, 2018.

<sup>4</sup> Kearl, H. (2018). *The Facts Behind the #MeToo Movement: A National Study on Sexual Harassment and Assault*. Stop Street Harassment. Retrieved May 31, 2019 from <http://www.stopstreetharassment.org/wp-content/uploads/2018/01/Full-Report-2018-National-Study-on-Sexual-Harassment-and-Assault.pdf>.

**Figure 1. Respondent Representativeness by Gender**



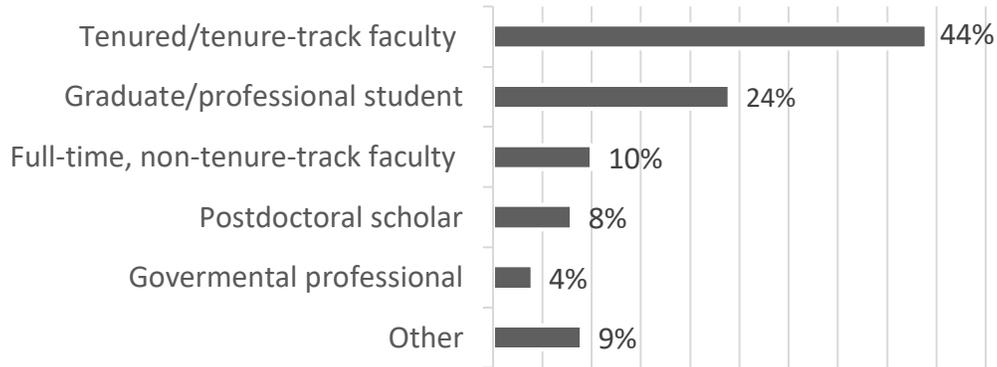
**Table 1. Representativeness of the Survey Respondents**

Race/ethnicity (AAG category/Survey category)	AAG Membership (2017)*	Survey Respondents
Asian/Asian	22%	8%
African American/Black or African American	5%	5%
Native American, Native Alaskan/Native American or American Indian	1%	1%
Pacific Islander/Native Hawaiian or other Pacific Islander	<1%	<1%
Hispanic/Hispanic or Latinx	6%	6%
White, Non-Hispanic/White	67%	77%

\*Most recent membership data available.

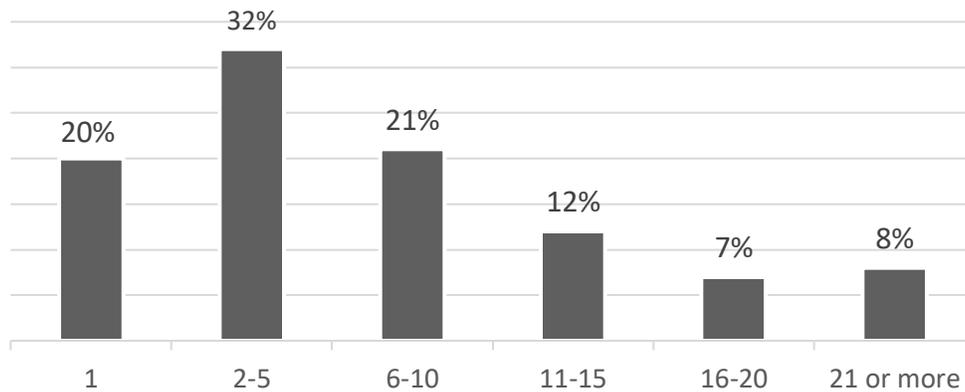
The majority (79%) of survey respondents were between the ages of 25 and 54, and 23% identified as something other than exclusively heterosexual. Nearly half (44%) of the survey respondents were tenured or tenure-track faculty members; 24% were graduate or professional students, 10% were full-time non-tenure-track faculty members, 8% were postdoctoral scholars, and 4% were government professionals (Figure 2). The remainder included other researchers, industry professionals, non-profit staff members, undergraduate students, consultants, vendors, corporate sponsors, and AAG staff members.

**Figure 2. Respondents by primary position <sup>5</sup>**



Twenty percent of respondents had attended only one national AAG conference and nearly a third (32%) had attended a total of two to five national conferences during their careers (Figure 3). More than two-thirds (68%) of survey respondents attended the April 2019 conference just prior to the survey release.

**Figure 3. Number of National Conference Attended by Respondents**



For many of the comparisons presented in this report, participants were categorized into five binary groups: 1) female or male, 2) minority or not minority<sup>6</sup>, 3) exclusively heterosexual or not exclusively heterosexual, 4) US citizen or not US citizen, and 5) disabled or not disabled. While the AAG recognizes that categorizing people into binary groups obscures the differences in the lived experiences of people that do not identify in this simplified schema, the sample size did not allow for meaningful breakdowns at a more granular level. Moreover, breaking down groups into a more granular level would potentially compromise respondents' confidentiality.

---

<sup>5</sup> Does not add to 100% due to rounding.

<sup>6</sup> Minority includes anyone who reported their race and ethnicity as anything other than exclusively white. Because the researchers were unwilling to classify respondents who choose not to use the survey's categories and provided fill-in-the blank "other" ethn racial categories (5% of respondents), "other" races and ethnicities are not included.

## KEY FINDINGS OVERVIEW

---

### PERCEPTIONS OF CONFERENCE CLIMATE

The AAG made significant efforts to communicate the work of the Harassment-Free AAG Task Force and recent organizational policy changes at the April 2019 national conference. Among respondents that attended the 2019 meeting, there was a high level of awareness of the new Harassment-Free AAG policy (81%) and the availability of “Harassment-Free AAG” lapel buttons (58%), but less awareness of other organizational efforts to create a welcoming and inclusive environment. Less than half were aware that the AAG had expanded its Code of Conduct to prohibit specific behaviors (48%) or that there was a Harassment-Free AAG Task Force (46%). Less than a third were aware of the expanded photography policy prohibiting photographing attendees without their permission (28%), the availability of an on-site advocate at the conference (24%), or of an off-site ombudsperson with whom they could file harassment complaints (20%).

Respondents were asked a series of questions aimed at measuring their confidence in their ability to report harassment to the AAG, their confidence in other AAG members actions in the face of harassment, and the AAG’s competence in handling harassment complaints (

Table 2). Respondents were evenly divided amongst those that felt they would know how to report harassment to the AAG and those that felt that they would not know how to do so. While 60 percent of respondents felt that the AAG's Disciplinary Committee would take a harassment report seriously, one-third were not sure.

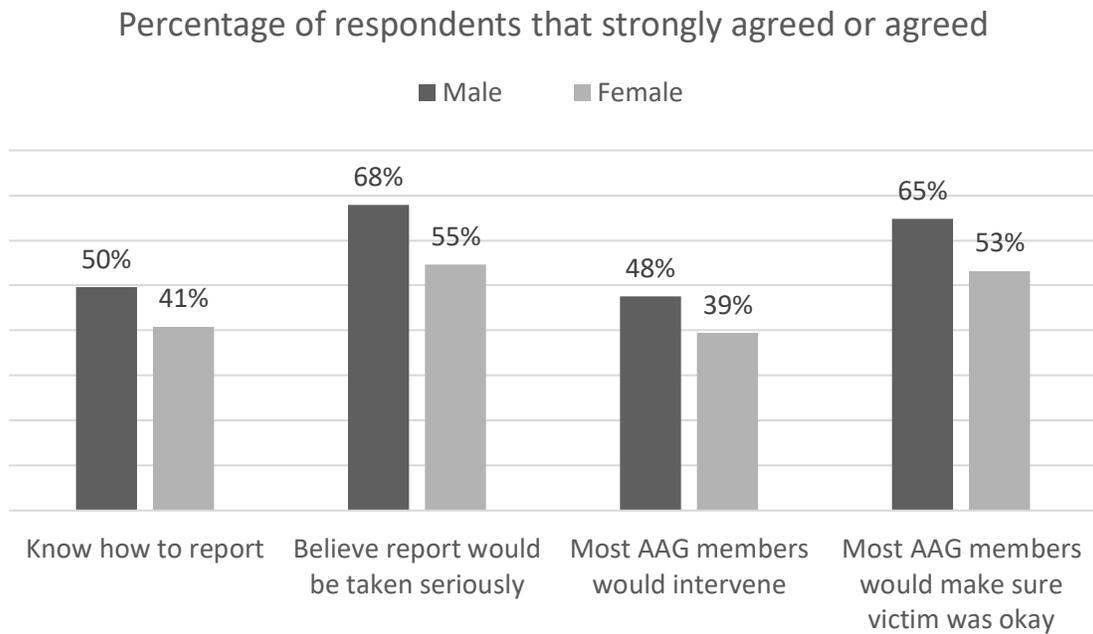
Respondents were divided over whether most AAG conference participants would intervene if they saw someone being harassed—34% strongly disagreed/disagreed, 43% strongly agreed/agreed, and 24% did not know (

Table 2). Respondents were more confident that most conference participants would make sure someone was okay if they saw them being harassed—58% agreed or strongly agreed. Respondents who were women, minorities, not exclusively heterosexual, and disabled expressed lower levels of confidence in their ability to report harassment, their confidence in other AAG members, and the AAG's competence in handling complaints than their counterparts who were men, non-minority, exclusively heterosexual, and not disabled (Figure 4, Figure 5, Figure 6, and Figure 7).

**Table 2. Perceptions of Conference Climate**

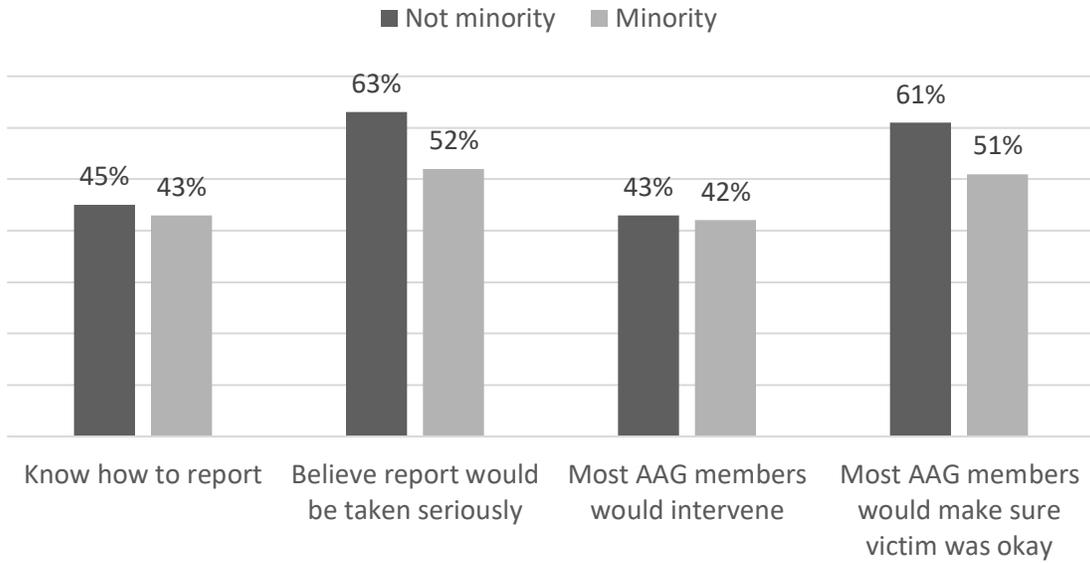
	<b>Strongly disagree/ disagree</b>	<b>Strongly agree/ agree</b>	<b>Don't know</b>
If a friend or I experience harassment at the conference, I would know how to report the incident to the AAG.	46%	45%	9%
If I reported a concern about harassment to the AAG, the Disciplinary Committee would take my concern seriously.	7%	60%	33%
Most participants would intervene if they saw someone being harassed at the conference.	34%	43%	24%
Most participants would make sure someone was okay if they saw them being harassed at the conference.	21%	58%	20%

**Figure 4. Perception of Conference Climate by Gender**



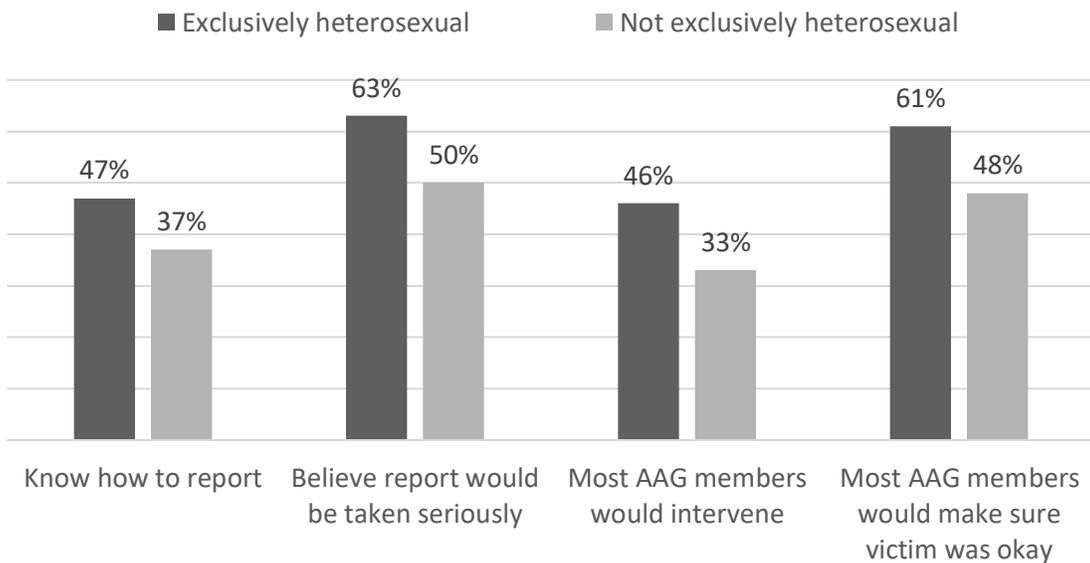
**Figure 5. Perception of Conference Climate by Minority Status**

Percentage of respondents that strongly agreed or agreed

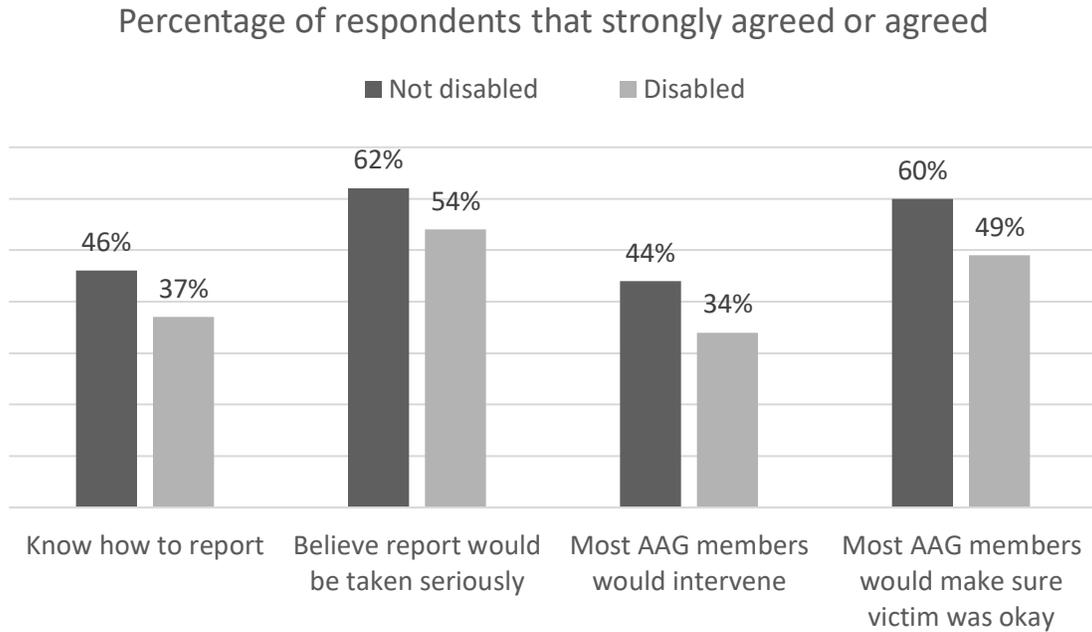


**Figure 6. Perception of Conference Climate by Sexual Orientation**

Percentage of respondents that strongly agreed or agreed



**Figure 7. Perception of Conference Climate by Disability Status**



### HOW OFTEN DOES HARASSMENT OCCUR AND TO WHOM?

The survey asked conference participants a series of questions about their own experiences of harassment, harassment they observed, and harassment experiences that were shared with them by others. Eleven percent of respondents indicated that they had been harassed or made to feel uncomfortable or unwelcome at an AAG national conference or conference-related events in the past five years. When comparing the frequency of harassment by demographic group, women, minorities, those who were not exclusively heterosexual, and the disabled reported experiencing harassment roughly twice as often as their counterparts (

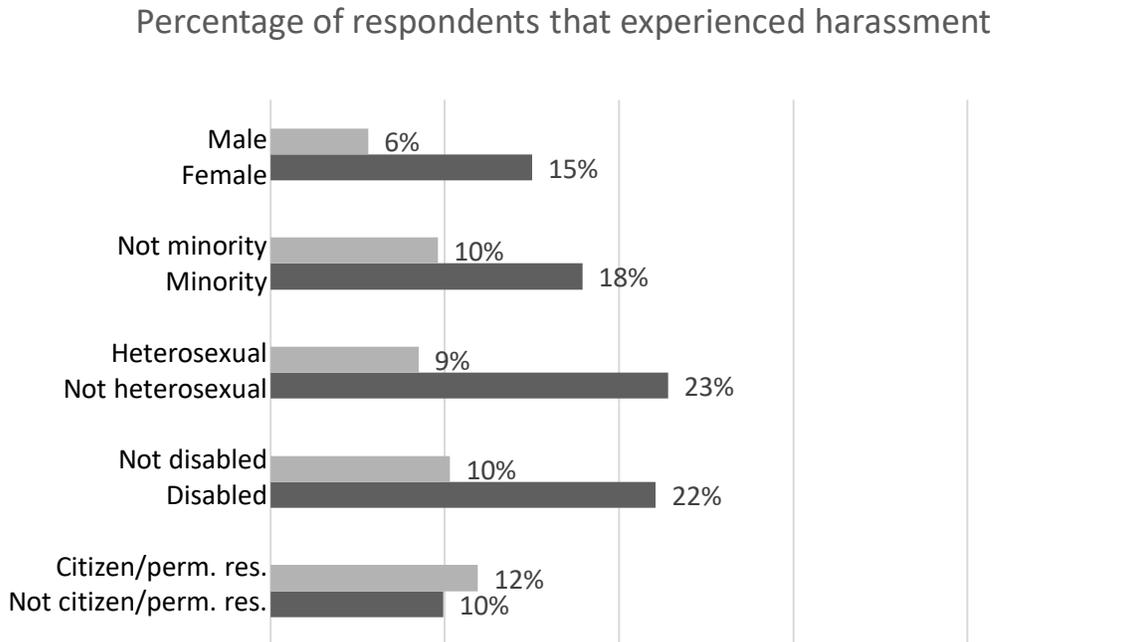
**1 in 9 participants  
experienced harassment at  
an AAG conference**

**1 in 7 observed harassment  
at the conference.**

**Figure 8). These differences were statistically significant ( $p \leq 0.05$ ;**

Table 3).

**Figure 8. Harassment by demographic group**



**Table 3. Chi-Square Comparisons<sup>7</sup> of Those Who Experienced Harassment by Demographic Group**

Comparison by:	n	$\chi^2$	df	Significance
Gender	1,322	31.794	1	0.000*
Minority status	1,487	18.950	1	0.000*
Sexual orientation	1,487	51.366	1	0.000*
Disability status	1,447	16.429	1	0.000*
Citizenship status	1,448	1.157	1	0.307

\*Statistically significant at the  $p \leq .01$  level.

Fourteen percent of respondents indicated that they had seen someone harassing another person at the conference, and an equal proportion were unsure if they had observed such behavior. The high level of uncertainty could be due to uncertainty about what constitutes harassment, or it could simply reflect respondents' hesitance to rely on their memory of events that happened over several years. Only four percent of respondents were unsure if they had personally experienced harassment, suggesting that it is

<sup>7</sup> Pearson's chi-square test is used to determine if the findings for one group differ from those of another group more than one would expect by chance. For more information see <https://www.mathsisfun.com/data/chi-square-test.html>.

harder to identify harassment that is occurring to someone else than to yourself. Twenty-two percent of respondents indicated that someone had shared a story of personal harassment at the conference with them.

Five percent of survey respondents indicated that they had seen someone grab or touch a person without their permission at the conference, and four percent indicated that they had seen someone trying to take sexual advantage of someone who was drunk, high, or passed out. While these percentages may seem small, it is important to note that they represent the experiences of 79 and 64 individuals respectively.

Nearly half of all respondents (49%) indicated that they had been warned to avoid someone at the conference who had a reputation for harassment. Of these:

**1 in 2 participants had been warned to avoid someone at the conference who had a reputation for harassment.**

- 34% were warned about someone who had a reputation for being intolerant or a racist;
- 79% were warned about someone who had a reputation for sexually harassing individuals; and
- 40% were warned about someone who had a reputation for another sort of harassment.

Digging into this more deeply:

- minority participants were more often warned to avoid someone with a reputation for being intolerant or a racist than non-minority participants (56% compared to 24%); and
- female participants were more often warned to avoid someone with a reputation for sexual harassment than male participants (84% compared to 58%).

## MOST COMMON TYPES OF HARASSMENT

The 174 survey respondents who indicated having personally experienced harassment were asked a series of follow up questions focusing on the “experience of harassment that has the greatest impact on you.” Respondents could select all responses that applied for these questions. The most commonly reported experiences in this category were:

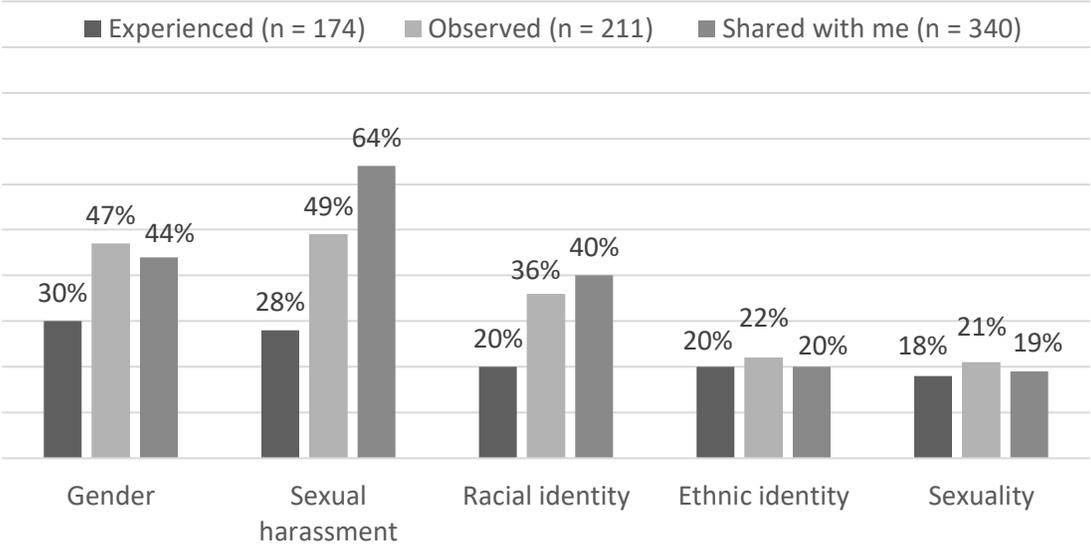
- being told to downplay some aspect of identity for career advancement (33%),
- someone telling offensive stories or jokes (29%),
- inappropriate comments on physical body or clothing (29%),
- attempts to discuss your identity in an uncomfortable way (28%),
- being bullied (25%), and
- being leered at or stared at excessively (20%).

*“What should have been an open discussion about a sensitive research area turned into an attack on me, personally.”*

When asked to classify the type of harassment experienced or witnessed, respondents most often reported harassment based on gender identity/gender expression (30%), sexual harassment (28%),

harassment based on racial or ethnic identity (20%), and harassment based on sexuality (18%). For these most common types of harassment at the conference, respondents were more likely to report having observed it or been told about it rather than having personally experienced it (Figure 9).

**Figure 9. Percentage of Respondents Who Experienced, Observed, or Were Told About Harassment**



When we examine these types of harassment by demographic group in

Table 4, we find the following.

- People that are not exclusively heterosexual more often experience gender, sexuality, and social class-based harassment than heterosexuals.
- Minorities experience more racial, ethnic, and social-class-based harassment than non-minorities.
- Males are more often subject to harassment based on ethnic identity and social class than females.
- Females experience more sexual harassment than males.

Due to the small numbers of people in these groups who reported harassment and the relatively small numbers of non-citizen and disabled respondents, differences by citizenship status and disability status are not presented and generalizations are not made about the experiences of these groups.

**Table 4. Types of Experienced Harassment by Group**

<b>Harassment type</b>	<b>Frequency (n)*</b>	<b>Percent (%)</b>
Based on gender identity and/or gender expression	52	30
Male	9	24
Female	28	29
Not minority	36	34
Minority	16	24
Exclusively heterosexual	15	15
Not exclusively heterosexual	37	49
Sexual harassment	48	28
Male	2	5
Female	37	38
Not minority	32	30
Minority	16	24
Exclusively heterosexual	30	31
Not exclusively heterosexual	18	24
Based on racial identity	35	20
Male	8	21
Female	16	17
Not minority	4	4
Minority	31	46
Exclusively heterosexual	20	20
Not exclusively heterosexual	15	20
Based on ethnic identity		
Male	9	24
Female	13	13
Not minority	6	6
Minority	28	41
Exclusively heterosexual	20	20
Not exclusively heterosexual	14	18
Based on sexuality	32	18
Male	5	13
Female	17	18
Not minority	21	20
Minority	11	16
Exclusively heterosexual	10	10
Not exclusively heterosexual	22	29
Based on social class	25	14
Male	8	21
Female	10	10
Not minority	11	10
Minority	14	21
Exclusively heterosexual	9	9
Not exclusively heterosexual	16	21

\*Demographic categories do not always add up to the total n due to respondent non-reports (e.g., a respondent reported harassment, but did not indicate their gender).

Sexual harassment was one of the most common forms of harassment reported in the survey. Respondents who indicated that they had observed sexual harassment were asked to describe the nature of that harassment. The most commonly described behaviors included:

- lewd comments, comments of a sexual nature, and sexual innuendo;
- faculty flirting with graduate students and junior colleagues;
- individuals speaking over, “teaching” others, or dismissing others’ opinions as invalid; and
- comments on individuals’ physique, appearance, and dress.

*“...[M]ultiple incidents of lewd comments and intimations especially in a group setting can send a message that's as threatening as grabbing someone. When it's indirect, it's harder to catch people in the act and intervene.”*

### WHO ARE THE HARASSERS, WHERE DOES HARASSMENT OCCUR, AND HOW PERVASIVE IS IT?

For those who personally experienced harassment, 46% reported that their harasser was a stranger to them. In roughly a third of cases, the harasser was a senior colleague (36%) or acquaintance (29%). Most of the time (80%), the harasser was registered or working for the conference and the harasser was most often a faculty member (65%).

Harassment most commonly occurred during the conference at a conference venue (71%), but it also frequently occurred during university department parties (24%) and after hours at bars and restaurants (24%). Within conference venues, paper and panel discussions were the most commonly cited location of the harassment (54%).

Among respondents who have observed harassment over the past five years, 50% have observed only one incident, and 41% have observed two or three incidents of harassment. Among those who were told by others about experiences of harassment at the conference, nearly half (48%) indicated that that two to three incidents had been shared with them.

### RESPONSE TO HARASSMENT

Survey participants were asked a series of questions about how they responded to observing harassment in three different scenarios: witnessing harassment; observing someone being touched or grabbed without their permission; or seeing someone trying to take sexual advantage of another person who was drunk, high, or passed out. Across all scenarios the most common response was to provide support to the victim (38-40%,

Table 5). One quarter to one-third of respondents in these situations did nothing because they were not comfortable doing something, weren't sure what to do, or felt it was not their business.

**Table 5. Response to Harassment**

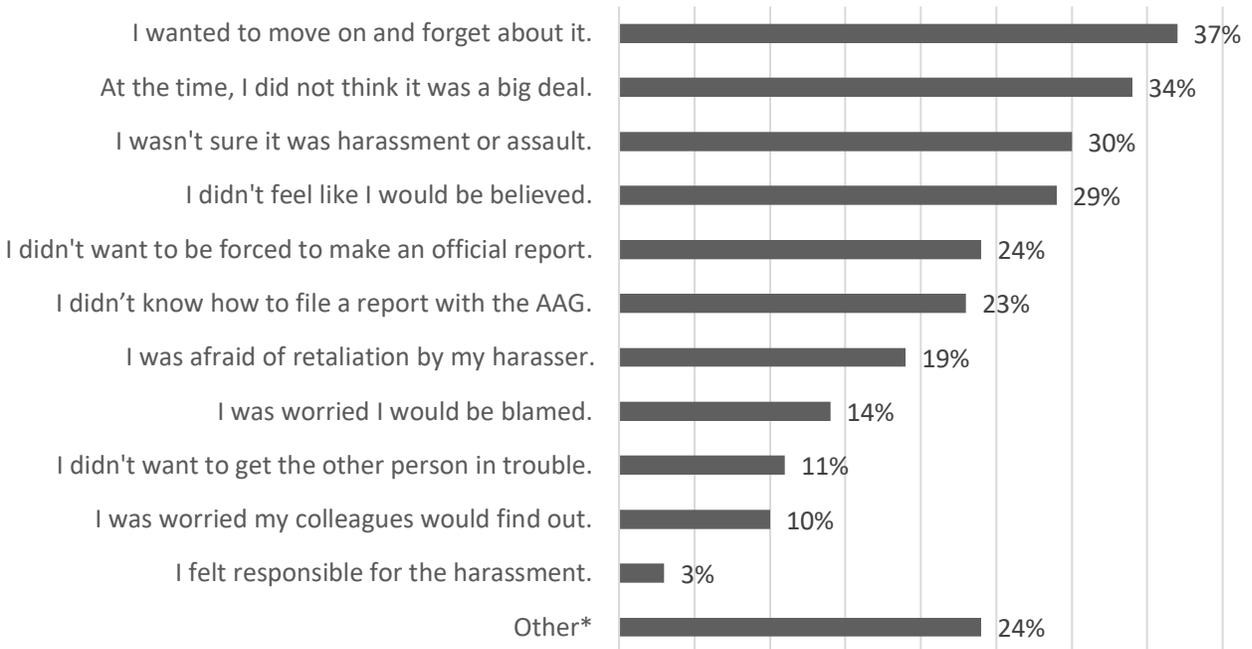
<b>Response</b>	<b>Witnessed harassment (n = 211)</b>	<b>Saw someone touched or grabbed (n = 79)</b>	<b>Saw incapacitated person being taken advantage of (n = 64)</b>
Supported the victim	40%	39%	38%
Confronted situation	14%	20%	23%
Got assistance	9%	5%	8%
Did nothing*	26%	33%	31%

Note: Survey takers could select more than one response. In collapsing the information for this table, participants who selected one of the three “did nothing” responses options *and* another option that indicated an action (supported victim, confronted situation, got assistance) were not counted in the “did nothing” category.

Slightly more than half (54%) of respondents who personally experienced harassment told someone else about it, and slightly less than half (43%) did not. Four percent were unsure if they had told someone. Among the respondents who chose to tell someone about the incident, they most often confided in friends at the conference (77%), other friends and family (55%), and colleagues at their home institution (48%). Only 10% told an AAG staff member or volunteer. Among the respondents who chose not to tell anyone about the incident, the most common reason given was wanting to “move on and forget about it” (Figure 10).

*“As a graduate student on the job market, I did not feel empowered to confront one of the most senior members of the field.”*

**Figure 10. Reasons for Not Disclosing Harassment**



Only five percent of respondents experiencing harassment filed an official complaint or report, and 23% were not sure how to do so. Of those that did file a complaint, the largest proportion (63%) reported the incident to their home institution and only 25% reported the incident to the AAG.

**Only 1 in 20 participants who experienced harassment at an AAG conference filed an official complaint.**

Fifty-six percent of those experiencing harassment indicated that their behavior at AAG conferences and sponsored events has changed because of their experiences. The most commonly reported behavioral changes included avoiding the harasser (51%), no longer participating or limiting participation in after-hour events (41%), thinking more about personal safety (33%), and avoiding social or networking events (31%).

### UNFAIR TREATMENT

While the focus of the survey was on harassment, two questions focused more broadly on unfair treatment. The majority of respondents (84%) indicated that they have not been treated unfairly, and nine percent felt that they had been treated unfairly. Among the nine percent who reported that they had been treated unfairly, 46% reported being treated unfairly based on sex, which was the most commonly perceived basis of this mistreatment. Research topic was the second most commonly perceived basis of unfair treatment (28%), followed by age (27%).

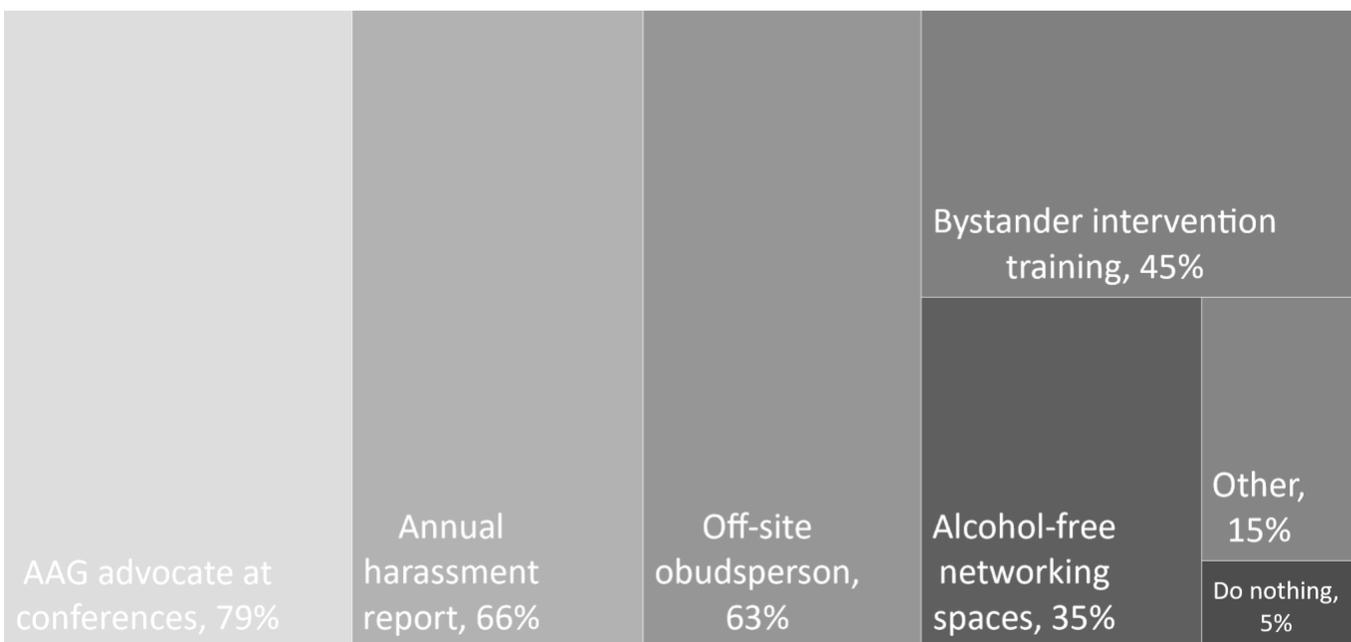
### NEXT STEPS (Q43)

All survey participants were asked what, if anything, they thought the AAG should do to help reduce and prevent harassment at conferences. More than half believed that the AAG should:

- continue to have an on-site, professional, independent AAG advocate at conferences (79%);
- release an annual report to the membership of the number of reported harassment cases (66%); and/or
- continue having an off-site, independent, professional ombudsperson available if an attendee needs to file a complaint (63%).

Forty-five percent of respondents were in favor of bystander intervention training and 35% favored alcohol-free networking spaces. Five percent indicated that the AAG should “Do nothing. Harassment is not an issue at the conferences.”

**Figure 11. What should the AAG do to reduce and prevent harassment?**



Fifteen percent of respondents wrote in comments and suggestions for other things that the AAG could do to reduce and prevent harassment. Several themes emerged from these comments (Figure 12). Suggestions around education were one of the most common ideas expressed in the comments. Respondents felt that the AAG should more actively and consistently publicize and promote its existing policies and resources. Suggestions also focused on providing more educational resources and/or training for members. The importance of maintaining an open dialogue around this topic was also noted, as was the importance of providing specific examples and scenarios to help members identify and address

*“[C]ontinue to educate AAG members and conference attendees about (a) what constitutes harassment; (b) the frequency of harassment at AAG conferences; (c) what to do if we witness harassment; and (d) what to do if we are harassed.”*

harassment. Several respondents noted the need to train session and panel organizers to intervene when harassment occurs during sessions.

Figure 12. Thematic summary of comments on ways AAG can improve

Education		Consequences		Policy	
Publicize AAG policies and resources		Ban offenders, revoke awards		Codify and communicate consequences	Improve and communicate reporting & investigation process
Provide more member training and education	Support open dialogue and discussion	Publicize consequences			Create or strengthen AAG policy
	Provide examples of inappropriate behavior	Broader context of the issue	AAG is overreacting	Promote civil discourse & debate	Kudos to AAG
	Train session and panel organizers				Support for disabled

Another prominent theme in the comments focused on establishing, publicizing, and enforcing consequences for harassing behavior. Numerous respondents noted that harassers should be banned from the conference, not given awards, and/or have previously given awards revoked. Others more generally noted the need for there to be clear and obvious consequences. A few felt that known harassers should be publicly identified.

*“Be more explicit about harassment policies prior to the conference. Consider asking every person registered agree to a harassment-free policy as a precondition to registering.”*

The third prominent theme centered on strengthening and/or expanding AAG policies around harassment. Several respondents noted the importance of having a clear and visible process for reporting and investigating harassment.

Other themes relative to what the AAG could do included comments related to the broader context of harassment outside of AAG meetings, the need to promote civil academic discourse and debate at the conference, and the need for better support for conference attendees with physical disabilities. Several respondents lauded AAG’s recent efforts to eliminate harassment. However, there were also several comments expressing the view that the survey and/or recent efforts are an overreaction.

## SUMMARY

---

Overall, the findings indicate that harassment, broadly defined, is part of the conference experience for one in nine conference goers. One in seven report observing harassment, and one in two have been warned to avoid a fellow conference attendee with a reputation for harassment. The findings further suggest that the AAG needs to continue to increase and improve its publicization and education efforts around existing policies and processes related to harassment. As commonly found in research of this nature, historically marginalized groups experience more harassment than their majority counterparts.

The survey findings provide a rich data source that the AAG can use to help plot its course forward toward a more inclusive conference experience. However, these findings are only the first step. As is often the case, such findings raise as many questions as they answer. This information should be tracked longitudinally, and questions of interest should be explored through supplemental assessments including reviews of harassment reports and existing policies. Qualitative exploration through interviews and focus groups could also be used to present a more nuanced understanding of the situation and to develop strategies for improvement.

## APPENDIX

---

### SURVEY RESPONSES BY QUESTION

**Table A-1. Have you attended an AAG annual national conference at least once since 2015?**

	Frequency (n)	Percent (%)
No	74	5
Yes	1553	94
Unsure	13	1

**Table A-2. Are you a current member of the AAG?**

	Frequency (n)	Percent (%)
No	276	18
Yes	1213	78
Unsure	58	4

**Table A-3. What options best describes your primary position or stage in your career?**

	Frequency (n)	Percent (%)
Tenure-track faculty member	645	44
Graduate/professional student	360	24
Full-time, non-tenure-track faculty member	148	10
Postdoctoral scholar (e.g., in academia, industry, NGO)	112	8
Government professional	64	4
Other researcher	44	3
Industry professional	32	2
Non-profit/NGO staff member	21	1
Undergraduate student	20	1
Consultant	20	1
Vendor/corporate sponsor	8	1
AAG staff member	7	<1

**Table A-4. How many national AAG conferences have you attended?**

	Frequency (n)	Percent (%)
1	317	20
2-5	495	32
6-10	331	21
11-15	183	12
16-20	105	7
21 or more	118	8

**Table A-5. Did you attend the most recent AAG Annual conference in Washington, DC (April, 2019)?**

	Frequency (n)	Percent (%)
No	502	32
Yes	1045	68

**Table A-6. When you attended the Washington D.C. AAG in April 2019, were you aware of the following? Please select all that apply. (Only respondents who indicated they had attended the 2019 conference.)**

	Frequency (n)	Percentage that were aware (%)
There is a new Harassment-Free AAG Policy.	845	81
"Harassment-Free AAG" lapel buttons were available to attendees to promote awareness about harassment at scientific conferences.	608	58
There is an expanded AAG Code of Conduct that prohibits specific behavior.	499	48
The AAG has a Harassment-Free AAG Task Force.	482	46
There is an expanded photography policy and you cannot photograph attendees or their presentations if they decline consent.	295	28
There was an on-site, independent, professional AAG Advocate who could help with crisis intervention, locating resources	256	24
There was an off-site, independent, professional ombudsperson with whom you could file a harassment complaint with.	207	20

**Table A-7. If a friend or I experienced harassment at the conference, I would know how to report the incident to the AAG.**

	Frequency (n)	Percent (%)
Strongly Disagree	153	10
Disagree	562	36
Agree	544	35
Strongly Agree	149	10
Don't Know	142	9

**Table A-8. If I reported a concern about harassment to the AAG, the Disciplinary Committee (which consists of the AAG President, Vice President, Past President, Secretary, Treasurer, and Executive Director) would take my concern seriously.**

	Frequency (n)	Percent (%)
Strongly Disagree	33	2
Disagree	77	5
Agree	618	40
Strongly Agree	316	20
Don't Know	502	32

**Table A-9. Most participants at a national AAG conference would intervene if they saw someone being harassed at the conference.**

	Frequency (n)	Percent (%)
Strongly Disagree	100	6
Disagree	421	27
Agree	529	34
Strongly Agree	131	8
Don't Know	368	24

**Table A-10. Most participants at an AAG conference would make sure someone was okay if they saw them being harassed at the national conference.**

	Frequency (n)	Percent (%)
Strongly Disagree	64	4
Disagree	266	17
Agree	726	47
Strongly Agree	176	11
Don't Know	316	20

**Table A-11. In the past five years (i.e., since 2015), have you seen any person harassing another person at the conference?**

	Frequency (n)	Percent (%)
No	1121	72
Yes	211	14
Unsure	216	14

**Table A12. In the past five years (i.e., since 2015), I have witnessed the following types of harassment at the conference. Please select all that apply. (Only respondents who indicated they had witnessed harassment.)**

	Frequency (n)	Percent (%)
Sexual harassment	104	49
Harassment based on gender identity and/or gender expression	99	47
Harassment based on racial identity	76	36
Harassment based on ethnic identity	47	22
Harassment based on sexuality	45	21
Harassment based on disability	10	5
Other*	45	21

\*Other included write-in comments about harassment based on rank/job status, political views, age, research paradigm/topic, religion, and body type, we well as several undefined comments about bullying of an undefined nature.

**Table A-13. During the last AAG conference that you attended, how often did you witness harassment? (Only respondents who indicated they had witnessed harassment.)**

	Frequency (n)	Percent (%)
One incident	93	50
2-3 incidents	77	41
4-5 incidents	8	4
More than 5 incidents	9	5

**Table A-14. Think about the most serious incident of harassment that you witnessed at the last AAG conference you attended. Which of the following did you do? Please select all that apply. (Only respondents who indicated they had witnessed harassment.)**

	Frequency (n)	Percent (%)
Supported the person who was being harassed.	85	40
Did nothing because I wasn't comfortable doing something.	59	28
Did nothing because I wasn't sure what to do.	47	22
Confronted the situation directly.	30	14
Went and got assistance from someone else.	19	9
Did nothing because it wasn't my business.	1	0
Other*	40	19

\*Other included write-in comments that indicated the observant did nothing but did not give a reason or reported the incident to someone else. Many respondents used this space to indicate that they were harassed.

**Table A-15. In the past five years (i.e., since 2015), have you seen someone grab or touch a person without their permission at the conference?**

	Frequency (n)	Percent (%)
No	1329	86
Yes	79	5
Unsure	135	9

**Table A-16. When you saw someone grab or touch a person without their permission, which of the following did you do? Please select all that apply. (Only respondents who indicated they had observed this behavior.)**

	Frequency (n)	Percent (%)
Supported the person who was being grabbed or touched.	31	39
Confronted the situation directly.	16	20
Did nothing because I wasn't sure what to do.	15	19
Did nothing because I wasn't comfortable doing something.	14	18
Went and got assistance from someone else.	4	5
Did nothing because it wasn't my business.	2	3
Other*	19	24

\*Other included many write-in comments that indicated the touching is a normal/common human interaction. Many respondents used this space to indicate that they personally experienced this.

**Table A-17. In the past five years (i.e., since 2015), have you been in a situation at the conference where you saw someone trying to take sexual advantage of someone who was drunk, high, or passed out?**

	Frequency (n)	Percent (%)
No	1413	91
Yes	64	4
Unsure	70	5

**Table A-18. When you saw someone trying to take sexual advantage of someone who was drunk, high, or passed out, which of the following did you do? Please select all that apply. (Only respondents who indicated saw someone trying to take sexual advantage of someone who was drunk, high, or passed out.)**

	Frequency (n)	Percent (%)
Supported the person who was being taken advantage of.	24	38
Confronted the situation directly.	15	23
Did nothing because I wasn't comfortable doing something.	14	22
Did nothing because I wasn't sure what to do.	10	16
Went and got assistance from someone else.	5	8
Did nothing because it wasn't my business.	2	3
Other*	11	17

\*Other included write-in comments that they did nothing because the situation was being handled by others, because they feared retaliation, because the victim refused assistance, or because the person being harassed appeared to have the situation under control.

**Table A-19. Please describe the sexual harassment that you observed. (117 respondents indicated that they had witnessed other forms of sexual harassment and 103 provided comments.)**

Nature of comments:	Frequency (n)	Percent (%)
Lewd comments/comments about sexual experience/sexual innuendo	19	18
Faculty hitting on graduate students/junior colleagues	13	13
Speaking over/"teaching"/dismissing others' opinions as invalid	10	10
Comments on physique/appearance/dress	9	9
Leering/dog whistles	7	7
Unwanted attention	7	7
Inappropriate touching	4	4
Belittling research	4	4
Men following women to their hotel rooms and/or entering rooms	3	3
Buying drinks/attempting to get others drunk	3	3
Career retaliation	1	1
Other	32	31

**Table A-20. In the past five years (i.e., since 2015), has anyone told you that they experienced harassment at the conference?**

	Frequency (n)	Percent (%)
No	1149	74
Yes	340	22
Unsure	60	4

**Table A-21. In the past five years (i.e., since 2015), which of the following types of harassment have been shared with you? Choose all that apply. (Only respondents who indicated that someone had shared harassment with them.)**

	Frequency (n)	Percent (%)
Sexual harassment	219	64
Harassment based on gender identity and/or gender expression	148	44
Harassment based on racial identity	137	40
Harassment based on ethnic identity	69	20
Harassment based on sexuality	64	19
Harassment based on religious identity	15	4
Harassment based on disability	10	3
Don't know/not specified	22	6
Other*	24	7

\*Other included write-in comments about harassment based on rank/job status, body type, age, research paradigm/topic, political views, and nationality.

**Table A-22. In the past five years (i.e., since 2015), how often have people told you they experienced harassment at the conference? (Only respondents who indicated that someone had shared harassment with them.)**

	Frequency (n)	Percent (%)
One incident	116	34
2-3 incidents	162	48
4-5 incidents	32	9
More than 5 incidents	27	8

**Table A-23. In the past five years (i.e., since 2015), have you ever been treated unfairly at the national conference?**

	Frequency (n)	Percent (%)
No	1307	84
Yes	140	9
Unsure	101	7

**Table A-24. What do you believe was the basis of the unfair treatment? Please select all that apply. (Only respondents who indicated that they had been treated unfairly.)**

	Frequency (n)	Percent (%)
Sex	65	46
Research topics	39	28
Age	38	27
Racial/ethnic identity	36	26
Political views	22	16
Place of employment	19	14
Social class	18	13
Sexual orientation	16	11
Marital status / care-giving responsibilities	9	6
Citizenship status	6	4
Disability status	6	4
Mental health status	6	4
Religion	4	3
Other	29	21

\*Other included write-in comments were most often about unfair treatment based on job status, job rank and employment sector. Also noted were gender/gender expression, research type, nationality, body type, disability, and being a White male.

**Table A-25. In the past five years (i.e., since 2015) have you been harassed or made to feel uncomfortable or unwelcome at an AAG national conference or conference-related events?**

	Frequency (n)	Percent (%)
No	1313	85
Yes	174	11
Unsure	59	4

**Table A-26. In the past five years (i.e., since 2015), have you been warned to avoid someone at the conference who has a reputation for harassment? (Only respondents who indicated that they had personally experience harassment.)**

	Frequency (n)	Percent (%)
No	83	48
Yes	85	49
Unsure	6	3

**Table A-27. In the past five years (i.e., since 2015), please indicate which of the following describe an experience you've had. Please select all that apply. (Only respondents who indicated that they had personally experience harassment and had been warned to avoid someone.)**

	Frequency (n)	Percent (%)
Someone warned you to avoid a person at the conference who has a reputation for being intolerant or a racist.	29	34
Someone warned you to avoid a person at the conference who has a reputation for sexually harassing individuals.	67	79
Someone warned you to avoid a person at the conference who has a reputation for another sort of harassment.	34	40

**Table A-28. In the past five years (i.e., since 2015) the experience of harassment that had the greatest impact on you included the following experience(s). Please select all that apply. (Only respondents who indicated that they had personally experience harassment.)**

	Frequency (n)	Percent (%)
Someone indicated or implied that you should downplay some aspect of your identity for career advancement.	58	33
Someone told stories or jokes that were offensive to you.	51	29
Someone inappropriately commented on your physical body or your clothing.	51	29
Someone tried to draw you into a discussion about your identity that made you feel uncomfortable.	49	28
Someone bullied you at the conference.	44	25
Someone leered at you/stared at you excessively.	35	20
Someone touched or grabbed you in a way you did not like or want.	31	18
Someone indicated or implied that you were invited to a session or event to fulfill a diversity requirement.	24	14
Someone made several unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it.	23	13
Someone indicated or implied that your rank or career achievements resulted from diversity requirements.	21	12
Someone profiled you at a national conference.	19	11
Someone made an obscene or vulgar gesture or statement that was directed at you.	15	9
Someone inappropriately commented on your sexuality or misgendered you.	14	8
Someone inappropriately commented on your accent and or changed their accent or used colloquial language based on ethnic or racial stereotypes when speaking to you.	13	7
Someone persistently tried to get your phone number, hotel room number, or asked you for a date after you already said "No".	12	7
Someone indicated or implied the possibility of career advancement in exchange for sexual favors.	12	7
Someone sent you unwelcome sexual rumors, sexual comments, jokes, or pictures by text or other electronic means.	5	3
Someone indicated or implied that they would retaliate and/or hurt your career if you refused sexual favors.	4	2
Someone sexually assaulted you.	4	2
Someone attempted to force you into their hotel room or an empty room.	2	1
Other*	39	22

\*Other included write-in comments about conference attendees making statements about individuals' disabilities, industry/employment sector, rank, choice of bathroom (gender), not drinking, age, politics, class, and research. Other experiences noted were inappropriate touching, the need for women to "prove themselves," staring, having ideas dismissed, unwanted photo taking, whispering, and being ignored.

**Table A-29. Thinking about the experiences you listed above, what types of harassment did you experience? Please select all that apply. Please select all that apply. (Only respondents who indicated that they had personally experience harassment.)**

	Frequency (n)	Percent (%)
Harassment based on gender identity and/or gender expression	52	30
Sexual harassment	48	28
Harassment based on racial identity	35	20
Harassment based on ethnic identity	34	20
Harassment based on sexuality	32	18
Harassment based on social class	25	14
Harassment based on disability	9	5
Harassment based on religion	6	3
Other*	36	21

\*Other included write-in comments about employment rank/status/sector, nationality, politics, age, research, body type, and being a White male.

**Table A-30. What was your relationship to the person who committed the harassing behavior? Please select all that apply. (Only respondents who indicated that they had personally experience harassment.)**

	Frequency (n)	Percent (%)
Stranger	80	46
Senior Colleague	63	36
Acquaintance	50	29
Colleague of rank similar to mine	29	17
Junior Colleague	17	10
Friend	7	4
Other*	19	11

\*Other included AAG representatives (not always clear if these are employees or not), conference participants of unidentified relationship, and a graduate student.

**Table A-31. Was the person registered or working for the conference? (Only respondents who indicated that they had personally experience harassment.)**

	Frequency (n)	Percent (%)
<b>No</b>	12	7
<b>Yes</b>	132	80
<b>Unsure</b>	21	13

**Table A-32. Which best describes the person who harassed you? (Only respondents who indicated that they had personally experience harassment.)**

	Frequency (n)	Percent (%)
Faculty	108	65
Graduate/professional student	15	9
I don't know	15	9
Researcher, such as a postdoc	9	5
AAG staff	3	2
Vendor/corporate sponsor	2	1
Hotel staff	3	2
Other*	10	6

\*Other included federal employee, member of national geography organization, and retiree as well as other comments that did not address the question.

**Table A-33. Where did this incident of harassment occur? Please select all that apply. (Only respondents who indicated that they had personally experience harassment.)**

	Frequency (n)	Percent (%)
During the conference, at the conference venue	125	71
During a university department party	42	24
After hours at a bar or restaurant	41	24
After hours in a hotel room or other housing accommodation	6	3
Online by another conference attendee during the conference dates	6	3
Other*	9	5

\*Other included regional AAG meeting, in print, during lunch, everywhere, online prior to the conference in conference related-communications, during sessions, and specialty group party.

**Table A-34. You indicated that the harassment occurred during the conference at a conference venue. Can you be more specific? Please select all that apply. (Only respondents who indicated that they had personally experienced harassment at a conference venue.)**

	Frequency (n)	Percent (%)
Paper or panel discussion	68	54
Poster exhibit	11	9
International reception	10	8
Business meeting	9	7
Book exhibit	7	6
Bathroom	6	5
Other*	33	26

\*Other locations included hotel corridors/lobby/elevator, registration, receptions, Geobowl, GFDA, PGSG pre-conference, sponsored parties, workshops, and public board where attendees could write-in answers.

**Table A-35. Did you tell someone about the incident before this survey? (Only respondents who indicated that they had personally experience harassment.)**

	Frequency (n)	Percent (%)
No	70	43
Yes	88	54
Unsure	6	4

**Table A-36. Why did you choose not to tell anyone else about the incident? Please select all that apply. (Only respondents who indicated that they had not told someone about being harassed prior to this survey.)**

	Frequency (n)	Percent (%)
I wanted to move on and forget about it.	26	37
At the time, I did not think it was a big deal.	24	34
I wasn't sure what happened to me was harassment or assault.	21	30
I didn't feel like I would be believed.	20	29
I didn't want to be forced to make an official report.	17	24
I didn't know who or how to file a report with the AAG.	16	23
I was afraid of retaliation by my harasser.	13	19
I was worried I would be blamed.	10	14
I didn't want to get the other person in trouble.	8	11
I was worried my colleagues would find out.	7	10
I felt responsible for the harassment.	2	3
Other*	17	24

\*Other reasons included not thinking it would be taken seriously, not wanting to deal with it, because harassment is commonplace, because there is nothing that can be done about it, and career implications.

**Table A-37. I shared this experience of harassment with the following people. Please select all that apply. (Only respondents who indicated that they had told someone about being harassed prior to this survey.)**

	Frequency (n)	Percent (%)
Friend(s) at the conference	68	77
Family/friends unaffiliated with the conference	48	55
Colleagues or peers at my institution	42	48
Adviser or supervisor	18	20
AAG staff or volunteer	9	10
Other*	9	10

\*Others included therapists, spouses, colleagues of the abuser, the abuser, the Title IX office at the respondent's home institution, with Twitter followers, police.

**Table A-38. Did you file an official complaint or report about the incident? (Only respondents who indicated that they had told someone about being harassed prior to this survey.)**

	Frequency (n)	Percent (%)
No	157	95
Yes	8	5

**Table A-39. Who did you file the official complaint or report about the incident to? Please check all that apply. (Only respondents who indicated that they filed an official complaint.)**

	Frequency (n)	Percent (%)
Law enforcement	1	13
My home institution	5	63
The AAG	2	25
*Other	1	13

**Table A-40. Has your behavior at AAG conferences and sponsored events changed as a result of your experience(s) of harassment? (Only respondents who indicated that they had personally experience harassment.)**

	Frequency (n)	Percent (%)
No	45	26
Yes	96	56
Unsure	31	18

**Table A-41. How has your behavior at AAG conferences and sponsored events changed as a result of your experience(s)? (Only respondents who indicated that they had personally experience harassment.)**

	Frequency (n)	Percent (%)
I avoid the person/people who harassed me.	49	51
I attend the conference but I no longer participate or limit my participation in after-hour events such as specialty group and/or department parties.	39	41
I think about my personal safety more.	32	33
I avoid social or networking events.	30	31
I no longer attend AAG conferences and/or sponsored events.	23	24
I avoid interacting with people I don't know at the conference.	22	23
I sought mental health support.	18	19
I avoid crowded events and/or areas at the conference.	16	17
I avoid other people who are drinking alcohol at the conference.	16	17
I avoid other people who are drinking alcohol at the conference.	16	17
I avoid going anywhere alone (for example, I practice a buddy system).	15	16
I give greater thought to how I dress.	13	14
I avoid off-site events at the conference.	12	13
I do not stay at the conference hotel.	11	11
I avoid going out with groups (for example, to dinner or sightseeing).	9	9
Other*	22	23

\*Other responses included avoiding public restrooms, reducing/eliminating/limiting conference attendance and avoiding sessions where the harasser may be, not giving out personal information, changing jobs, worrying about personal reputation, talking more about harassment to raise awareness, and standing up for self and others.

**Table A-42. What, if anything, do you think the AAG should do to help reduce and prevent harassment at conferences? Please select all that apply.**

	Frequency (n)	Percent (%)
Continue having an on-site, professional, independent AAG advocate at conferences.	1224	79
Release an annual report to the membership of the number of reported harassment cases.	1024	66
Continue making an off-site, independent, professional ombudsperson available if an attendee needs to file a complaint.	977	63
Offer a bystander intervention workshop at conferences.	701	45
Have alcohol-free networking spaces.	540	35
Do nothing. Harassment is not an issue at the conferences.	77	5
Other*	231	15

\*Other responses are summarized by theme in the next table.

**Table A-43a. Summary of additional things the AAG could do to help reduce and prevent harassment at conferences.**

Theme	Number of comments
Better support for those with disabilities	3
Broader context of the issue	13
Consequences – ban offenders, revoke awards	29
Consequences – general	13
Consequences – publicize	12
Education – member training and education	36
Education – open communication	7
Education – provide examples of inappropriate behavior	5
Education – publicize AAG policies and resources	42
Education – train session and panel organizers	5
Kudos to AAG	7
Other	16
Overreaction	13
Policy – create or strengthen	6
Policy – reporting and investigation process	19
Promote civil discourse & debate	8
Respecting and listening to victims	5
Senior scholars and power dynamics	10
*Specific suggestions	38

**Table A-43b. Summary of specific things shared by respondents that AAG could do to help reduce and prevent harassment at conferences.**

Specific suggestions
<ul style="list-style-type: none"> <li>• Also, please add a place for folks to write in their gender pronouns on the nametags.</li> <li>• Ask to the facilities' managers to train their employees and explain them that POC are not criminals and we deserve the same respect as any white men. If it is not possible, then do a Green book for AAG Conferences.</li> <li>• Consider asking every person registered agree to a harassment-free policy as a precondition to registering.</li> <li>• Create a code of conduct</li> <li>• Create a code of conduct for attendees with penalties</li> <li>• Create a policy prohibiting conference sessions from being scheduled in any rooms that are or appear to be primarily used for overnight guest purposes. One session I attended at AAG DC 2019 was clearly an overnight suite. Furniture had been moved to create a small meeting room but the dresser and TV were still in the room like for an overnight stay. Cramming people into a room like this feels awkward. Use only meeting rooms and office spaces in the future. Thank you.</li> <li>• Create safe spaces for those who feel harassed, and make sure they are staffed by counsellors</li> <li>• Develop and implement a restorative justice process</li> <li>• Discuss and consider developing a policy on age-discrimination/harassment</li> <li>• Ensure equal representation and participation in all sessions between males and females. There should be zero sessions that are greater than 50% male.</li> </ul>

- Expand the all-gender restrooms (several incidents reported to me involved gender policing of some attendees by other attendees wanting to know whether they “belonged” in a single-gender restroom).
- Follow existing AAG rule about not scheduling conferences to overlap major religious holidays (Denver, 2020).
- Have a graduate student committee devoted to this issue
- Have a variety of different posters - that tell people what harassment IS - that the AAG is a harassment free space, that there have been incidents and we all need to work to make that a reality. most harassers DON'T see themselves as such, as they don't know that their behavior is a problem. give concrete examples on the posters about what it looks like and who people can call if they have a problem they want to report. post these in all of the washroom stalls and next to the taps. people will read them, people will see them.
- Have an easily identifiable place in the AAG mobile app that anyone can access to contact assistance if they have been in a harassment situation and need assistance. The individual could provide location and contact info and a designated AAG employee/team can meet them to provide aid.
- Have an online site for reporting harassment
- Have men lead workshops for other men on toxic masculinity and how to not harass junior scholars and grad students.
- Have people sign code of conduct when they register.
- I am not opposed to workshops or annual reports, but not sure that workshops need to be repeated every year (maybe, maybe not). For the annual report, since I have no idea how serious the issue may be, I do not know whether it warrants an annual report. If the issue were pitched more broadly, to consider various aspects of the profession (and not just the annual conference), an annual report would make more sense.
- I don't think alcohol-free networking spaces would be very widely attended, so more important to make existing spaces safer
- I personally would benefit from a better gender-neutral bathroom setup. Don't just convert a men's bathroom, which doesn't accommodate menstruating people or have a place to apply makeup (both of which are needs for many non-binary people!) Instead concert a pair of gendered bathrooms making it clear which has urinals and which has all stalls.
- If people want alcohol free spaces, great. Otherwise, just having more options at networking events, so that they aren't focused on drinking centrally would be very wise and good for everyone's health
- Institute some sort of system - maybe on the app - where people can identify if they were harassed during a specific session, and by a certain person (if they know who). This may feel less intimidating than going to speak to an advocate at the AAG, and might also be helpful in capturing what sessions this happens at, and who is sponsoring the sessions. It's possible that with that information, specialty groups can institute their own practices and policies about harassment during sessions.
- Maybe when you pick up your lapel pin, getting one could come with a run down on details, so that wearing the pin means someone can ask you for information. It would come with a small responsibility instead of just let you look like you are against harassment.
- more buttons (they were a very clear message that this is important!),
- No alcohol allowed at Geography Bowl and other events involving undergraduate students
- On the on-site professional: we are in two or three hotels on several floors. This is a huge space for one (?) advocate.
- Online harassment training upon conference registration.

- Online reporting throughout the year
- Perhaps develop a statement regarding appropriate behaviors in Q&A sessions during/after talks. The old tradition of elder scholars publicly ripping apart early-career scholars' work is a practice that simply needs to stop. It doesn't help anyone or push science forward.
- Police presence
- Provide a contact sheet for emergency resources, both a print copy during registration check-in, and an email to all participants at the beginning of the conference. This should be a separate email with a clear and searchable subject line, not embedded in another conference-related communication. This info sheet and email should contain a variety of emergency information, including contact info about off-site ombudsman and on-site advocate, but also who to contact for a medical emergency, facilities, emergency, etc. (even if it's just 911).
- provide a non-harassment manual/guide prior to the conference and refer to it during opening and keynote speaker presentations
- Put something in the conference app about what to do about harassment and who can be contacted.
- Remove or reduce genderless bathroom, which made some of attendees very uncomfortable. Due to the large size of venue, lack of time, limited number of bathroom, I had to use genderless bathroom not by choice.
- scholarships for grad students to attend field trips would be awesome, since they usually cost money but provide a space to network that isn't a boring conference room like some of the networking spaces without alcohol are (who wants to be at those?).
- Stop disrespecting panels on race and of POC scholars, even senior ones, by assigning them small rooms and/or undesirable scheduling times. Really listen to the membership regarding these issues rather than being defensive and citing unnamed "Black geographer friends" (this happened to people I know who raised a substantial issue sincerely to the leadership).
- The AAG could also give registrants the option of placing pronouns on their nametags.

## RESPONDENT DEMOGRAPHICS

**Table A-44. Age**

	Frequency (n)	Percent (%)
18-24	49	3
25-34	396	27
35-44	467	32
45-54	296	20
55-64	174	12
65 or older	94	6

**Table A-45. Race/ethnicity (select all that apply)**

	Frequency (n)	Percent (%)
Asian	117	8
Black or African American	71	5
Native American or American Indian	17	1
Native Hawaiian or other Pacific Islander	5	<1
Hispanic or Latinx	88	6
White	1194	77
Other*	80	5

\*Other included mixed race/biracial (note that respondents could select more than one option), Afro-European, Arab/Arab American, specific nationalities, African, Caucasian, European-American, South Asian, Mediterranean, Middle Eastern, and West Asian. Several commenters identified as human or questioned the validity/basis of the question.

**Table A-46. Citizenship**

	Frequency (n)	Percent (%)
US Citizen	1041	69
Permanent Resident	59	4
Other, non-US Citizen	407	27

**Table A-47. Gender**

	Frequency (n)	Percent (%)
Female	681	45
Male	695	46
Cisgender/Cis/Non-trans	82	5
Trans	4	0
Non-binary/gender fluid	20	1
Other*	29	2

\*Other responses included black femme, cisgender women, cisgender female, LGBTQXFR, Male and Butch, non-binary trans, queer, two spirit. Several commenters identified as human.

**Table A-48. Sexuality (select all that apply)**

	<b>Frequency (n)</b>	<b>Percent (%)</b>
Heterosexual	1214	78
Homosexual	74	5
Bisexual	114	7
Pansexual	48	3
Asexual (without sexual feelings or associations)	19	1
Other*	51	3

\*Other responses included queer, heteroflexible, mostly straight, in flux, omnisexual, and gay. Several commenters identified as human and several noted that this wasn't the AAG's business.

**Table A-49. Disability (select all that apply)**

	<b>Frequency (n)</b>	<b>Percent (%)</b>
Not disabled	1366	91
Disabled	142	9

**Table A-50. Type of disability (disabled only)**

	<b>Frequency (n)</b>	<b>Percent (%)</b>
Sensory impairment (vision or hearing)	31	22
Mobility impairment	17	12
Learning disability	32	23
Mental health disorder	50	35
Other*	36	25

\*Other responses included very specific medical conditions and physical disabilities. Not reported here in order to preserve respondents' confidentiality.