

Statement of Principle on Non-Discrimination and Sexual Harassment

(adopted May 2017)

Preamble: As a professional society, American Association for the History of Medicine provides an environment that encourages the free expression and exchange of ideas. In pursuit of that environment, the AAHM is committed to the philosophy of equality of opportunity and treatment for all members, regardless of gender, gender identity or expression, race, color, national or ethnic origin, religion or religious belief, age, marital status, sexual orientation, disabilities, veteran status, or any other reason not related to professional merit. All functions of the Association are conducted in a professional atmosphere in which all participants are treated with courtesy and respect. It is the responsibility of the Officers, the Chairs of the AAHM committees, or the organizers of AAHM meetings, and of the members themselves to ensure that such an atmosphere is maintained. IT is the policy of the AAHM that all participants in Association activities will enjoy an environment free from all forms of discrimination. To this end we propose the following guidelines on sexual harassment.

The term “sexual harassment” may be used to describe a wide range of behaviors. It includes, but is not limited to, the following: generalized sexist remarks or behavior; requests for sexual favors; sexual advances, whether sanction free, linked to reward, or accompanied by threat of retaliation; the use of asymmetric power or authority to emphasize the sexuality or sexual identity of another person in a manner which prevents or impairs his or her full enjoyment of Association benefits, climates or opportunities; and sexual assaults. Such behaviors are unacceptable because they are forms of unethical and unprofessional conduct and seriously undermine the atmosphere of trust essential to our Association.

Further, it is unprofessional behavior to condone sexual harassment or to disregard complaints of sexual harassment. Such actions allow a climate of sexual harassment to exist and seriously undermine the atmosphere of trust essential to our Association.