



Statement of Ethical Responsibility

The New York State Communication Association (NYSCA) is dedicated to creating a safe venue for scholarly engagement, networking, and civic discourse that support inclusivity, diversity, and equity among its community members. NYSCA strives to be a welcoming academic organization that recognizes the value of intellectual debate and open dialogue from and among people from diverse backgrounds. NYSCA is a community of established and emerging scholars and practitioners who examine all forms of human communication through a variety of theoretical, technical, methodological, critical, humanistic, scientific, pedagogical, rhetorical, and artistic modes of inquiry. We invite scholarship in the service and support of diverse communities, especially where vulnerability has been amplified, and encourage the use of our platform to bridge the gaps of social and cultural inequities. As a community, we unequivocally stand in solidarity with all underrepresented communities and unconditionally respect and support their right to challenge and debate the status quo of inequality and social injustice.

Code of Conduct Policies

All NYSCA's sponsored activities and forms of scholarly experiences—including the annual convention (in-person, hybrid, and virtual), the listserv, the official website, all social media platforms, and the association's proceedings and journal—are expected to reflect NYSCA's code of conduct prior to, during, and in the aftermath of our annual conventions. Therefore, all NYSCA members, conference participants, and sponsors are required to abide by the following policies:

- Refrain from all forms of harassment including verbal, written, inappropriate photography and recordings, unwanted sexual attention, and physical or virtual stalking.
- Abstain from all forms of bullying behaviors including threatening, deliberate intimidation, non-consensual and/or inappropriate sexual or physical (i.e. punching) contact, , and discriminatory language.
- Avoid all forms of discrimination, microaggression, racism, sexism, and stigma on the basis of identity including disability (visible or invisible such as mental health conditions), neurodiversity, age, race, color, national origin, ethnicity, religious

affiliation, gender, gender identity or expression, sexual orientation, immigration status, language, marital status, appearance, body type, academic rank, academic affiliation, or group status.

- Respectfully debate scholarly, artistic, and professional viewpoints. Respect freedom of academic inquiry and a critical examination of public policies, beliefs, and perspectives. (An exploration of the underlying impacts of public policies is *not* considered hostile conduct or harassment.)
- An awareness and acceptance of the Code of Conduct Violations Process, i.e. members should be aware that any behavior which violates any of the above will be handled according to the procedures outlined below.

Code of Conduct Violations Process

Upon membership registration, members and conference participants in all scholarly activities are required to sign NYSCA's ethical statement and code of conduct document, attest that they have read and understand it, and that they will comply and abide by it in all conference venues, including online platforms, and conference social events. If any participants choose not to do so, they are not permitted to register and present at NYSCA's annual convention.

Persons experiencing a breach in the policies of NYSCA's code of conduct may report a verbal complaint at the annual convention, or file notice of the incident to the Standing Code of Conduct Committee members by email. Those who report a breach may expect a response in a timely manner. Confidentiality and a fair hearing will be ensured for the appellant and the accused on equal footing, and both parties will be granted the right to support their claims with evidence and witnesses.

The Executive Council will discuss nominations to a five member Standing Committee for Code of Conduct and approve the appointment with a majority of votes at a NYSCA annual business meeting, either during the NYSCA conference or during Eastern Communication Association conference.

Membership in the Standing Committee for Code of Conduct will carry a three-year term. Terms will be staggered. (The inaugural committee will accordingly include two shortened terms of two years to establish a staggered rotation.) Member names will be publicized through NYSCA website, conference program, and email communications.

The Standing Committee for Code of Conduct is expected to respond, evaluate, and take action on all transgressions and accusations in a timely manner. The decisions and actions of the Standing Committee for Code of Conduct will not be vetted by the Executive Council.

If a violation of the code of conduct is determined by a majority of votes, the Standing Committee for Code of Conduct will immediately issue a written warning to the violator. Also, Standing Committee for Code of Conduct will be responsible for taking other appropriate actions as deemed necessary. The Standing Committee for Code of Conduct will reserve the right to

revoke all forms of NYSCA membership and benefits of the violator for a period of up to three years. The Standing Committee for Code of Conduct will notify the Executive Council and the violator, in writing, of their final verdict within 10 business days of their decision

If the code of the conduct has been violated by a member of the Standing Committee for Code of Conduct, a verbal or a written complaint can be filed directly to the members of the Executive Council. If the final verdict determines a violation, the Executive Council will immediately issue a written warning to the violator, who will subsequently be terminated from the Standing Committee for Code of Conduct. Also, the Executive Council will be responsible for taking other appropriate actions as deemed necessary. Decisions will be determined by majority vote. The Executive Council will reserve the right to revoke all forms of NYSCA membership and benefits of the violator for a period of up to three years. The Executive Council will notify the Standing Committee for Code of Conduct and the violator, in writing, of their final verdict within 10 business days of their decision.

As needed, the Standing Committee for Code of Conduct and the Executive Council will seek a nominee to replace any committee members who cannot complete their full term and new members will be appointed in accordance with established procedures.

Revocation of NYSCA membership and benefits, for periods of up to three years, include a ban from all forms of conference participation (in-person, or hybrid, or virtual), an elimination from NYSCA's listserv and all online mediums, complete loss of subscription (electronic and/or print) to the *Atlantic Journal of Communication*, and a prohibition from submission to the NYSCA Proceedings.