

Developing a Responsible Event Code of Conduct and Reporting Workflow

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Introduction to our chapter

- ALAO Code of Conduct history
- ALA Midwinter 2019 incident as motivator for us to reconsider our current workflow



Timeline of Development

- Initial discussions after Midwinter Incident
- Discussion of need for Code
- Objections centered on defining an incident, defining microaggressions, etc.
- Logistics of consequences



Gathering examples

- The diversity committee explored other organizations' codes and wording to gather examples, IDEAL (ARL) 2019, JCLC, BGSU-L Standards and Expectations.



Involving Stakeholders

- Board members, IG Chairs, committee members
- Value of discussion

Drafts and drafts

- A draft of the code of conduct was presented to the Board Dec 2019.
- Multiple feedback sessions and revisions.
- Suggestion to divide the reporting form into two formats

Wordsmithing

- It was a struggle to make sure we were not “codifying professional behavior” that could be used against someone expressing concern, hurt or dissent from another speaker
- Centering the experiences of the reporter and not the actor

Advocacy Chair

The advocacy chair was suggested as a person who may liaise on behalf of the reporter, if desired, to shepherd the process

The other responsible parties may have power dynamics that are more difficult for the reporter, Diversity Committee chair or President of ALAO



Links

Final code of conduct:

https://drive.google.com/file/d/1aaiFtV4wVN48KyXePWrl_wGxICtDoKVQ/view?usp=sharing ; also on our website: <https://www.alaoweb.org/Code-of-Conduct>

Reporting form:

<https://forms.gle/16u6nLu4PYFysWiW6>

Suggestion form:

<https://forms.gle/abbKkk1GUMBUP6F27>

Reporting workflow:

https://docs.google.com/document/d/1yHoYGImzUjEl_f6mKqHL4QxnTowX824z2_O7qBlQ-rWV/edit?usp=sharing



Recommendations

- Involve many stakeholders in the review process
- Be prepared for a long process that is never really over (all of these documents should be reviewed regularly)
- First, organization should be working on making changes to be more inclusive and equitable; Code of Conduct is just one piece (and maybe not even the most effective strategy compared to training and systematic improvements)
- Don't try to codify every situation and result; build in some flexibility



Questions?

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