

DSNA Professional Standards and Code of Conduct
Drafted August 1, 2017
Second Draft: September 26, 2017
Adopted by DSNA Executive Board: October 18, 2017

Professional Conduct and Collegiality

Freedom of expression and vigorous debate are crucial to scholarly exchange. DSNA strives to uphold these principles at all times, while strongly valuing mutual respect and providing an environment for exchange free of intimidation. We expect speakers and questioners at our meetings to demonstrate civility at all times, even in the midst of disagreement.

As a Society, we recognize that lexicography and lexicology are disciplines that have a complex, sometimes exclusionary, history. We welcome new scholarship that challenges our presuppositions regarding our field, while also upholding a commitment to excellence in scholarship and research, and integrity in our work. The Society's membership exhibits substantial diversity in terms of profession, expertise, and interest. We encourage the input of **all** our members, regardless of formal qualification and experience, as we together advance the scholarly and public understanding of lexicography and lexicology.

Nondiscrimination and Anti-Harassment Standards

The DSNA is dedicated to providing a safe, hospitable, and productive environment for everyone, regardless of race, ethnicity, religion, disability, physical appearance, national origin, sex, sexual orientation, gender identity, age, or employment status. Accordingly, the Society deplores all harassment and is sensitive to the harm suffered by persons who experience it. We expect those participating in DSNA meetings and events to treat others with the utmost respect, and not to engage in behavior that is intimidating, threatening, or harassing. This expectation applies to all involved, including but not limited to our speakers, staff, volunteers, attendees and guests.

The DSNA prohibits harassment on any grounds, including race, ethnicity, religion, disability, physical appearance, national origin, sex, sexual orientation, gender identity, age, or employment status. Harassment constitutes physical or verbal behavior that is not welcome by a member and/or that is personally intimidating, hostile, offensive, coercive or threatening. It may include such actions as: (1) verbal abuse; (2) degrading comments; (3) the display of offensive objects or images outside of a scholarly context (e.g., a presentation on the treatment of profanity in a dictionary would not be considered offensive whereas the use of profanity directed at a fellow member would be); (4) conduct or comments of a lewd or lascivious nature; and (5) other conduct that the targeted individual (or group of individuals) might reasonably find to be intimidating, hostile, offensive, coercive, or threatening.

Reporting Mechanism

Harassment and unprofessional conduct, in any form, prevent us from carrying out our mandate of fostering a spirit of collegiality and support. Such conduct may jeopardize a member's participation in DSNA events or their membership. If an individual believes that she or he has experienced harassment as outlined above at the Society's meetings or events, the individual is requested to report it immediately to a member of the Executive Board and/or the President of the Society.