

The Oberlin Group Code of Conduct*

The Oberlin Group seeks to provide an environment in which diverse participants may learn, network, and enjoy the company of colleagues in an environment of mutual respect. We recognize a shared responsibility to create and hold that environment for the benefit of all. Some behaviors are, therefore, specifically prohibited:

- Harassment or intimidation based on race, color, religion (creed), sex or gender, gender expression, age, size, national origin (ancestry), disability, marital status, sexual orientation, military status, or socioeconomic background.
- Sexual harassment or intimidation, including unwelcome sexual attention, stalking (physical or virtual), or unsolicited physical contact.
- Yelling at or threatening speakers, participants, and guests (verbally or physically).

Oberlin Group members recognize the value of healthy and sometimes vigorous disagreement. Nevertheless, speakers and participants are asked to frame discussions as openly and inclusively as possible and to be aware of how language or images may be perceived by others. All speakers, participants, and their guests are expected to observe these rules and behaviors in all conference venues, including online venues, and conference social events. Anyone asked to stop a hostile or harassing behavior is expected to comply immediately. Group members seek to learn, network, and have fun. Please do so responsibly and with respect for the right of others to do likewise.

If you feel you have been subject to harassment, please contact an Oberlin Group Board Member. (Current Board Members continuing in 2019-20 are: Mike Roy, Terri Fishel, Darlene Brooks, Vivienne Piroli)

*This statement has been adopted and slightly revised from the ALA Statement of Appropriate Conduct (http://www.ala.org/conferencesevents/statement_appropriate_conduct) and the Educause Code of Conduct for events (<https://events.educause.edu/educause-institute/new-it-managers-program/2019/registration/policies-and-permissions>).

Created by members of the OG Annual Meeting Planning Committee - Anne Houston and Irene Herold and approved by planning committee members - Param Bedi (Bucknell), Bonnie Clemens (Claremont 2020 host), Irene Herold (Wooster), Anne Houston (Lafayette), Marsha Schnirring (Occidental), Terri Fishel (Macalester)

Reviewed by Board 4/8/2019

Comment period - 4/8/2019 - 5/6/2019

Approved by OG Board of Directors June 10, 2019

**Oberlin Group of Libraries
Anti-Discrimination Policy**

Equal opportunity is important for the continuing success of the Oberlin Group of Libraries (Oberlin Group). The Oberlin Group does not discriminate in any of its activities or operations on the basis of race, color, religion (creed), sex or gender, gender expression, age, size, national origin (ancestry), disability, marital status, sexual orientation, military status, or socioeconomic background. This policy applies to all activities of the Oberlin Group, including but not limited to employment, selection of volunteers, grant making, purchasing, selecting vendors and consultants, and programming.

The Oberlin Group is an equal opportunity employer. We embrace a philosophy that recognizes and values diversity. Our goal is to attract, develop, retain and promote talented and diverse people in a culture where all contribute to their fullest potential.

Approved by the Oberlin Group of Libraries Board of Directors – as announced at the 2017 Annual Oberlin Group Directors Meeting at Reed Collect, October 20, 2017.