

Have you experienced or witnessed an apparent incident of **discrimination** or **sexual harassment** that involves a philosophy faculty member, graduate student or undergraduate major?



Contact the American Philosophical Association's **Ombudsperson Concerning Discrimination and Sexual Harassment** for *confidential* help and advice.

ombuds@apaonline.org

Ombudsperson Role

The role of the APA Ombudsperson is to guide you to local resources to help you decide whether to file a formal complaint at your institution, with the APA, or with local law enforcement.

If there is confidential reporting available at your institution, you are strongly advised to start there. To find out what local resources are available for confidential reporting, ask a faculty member or call your dean's office.

APA Statement on Non-Discrimination
www.apaonline.org/?nondiscrimination

APA Statement on Sexual Harassment
www.apaonline.org/?harassment

Please note that if you have witnessed discrimination or sexual misconduct, you may be required by law or institutional policy to report the incident to the relevant college or university office.

Frequently Asked Questions

Can I make a discrimination or sexual harassment complaint to the APA?

The APA accepts formal complaints of discrimination or sexual harassment in three cases:

- Discrimination or sexual harassment by an individual at an APA divisional meeting or other APA-sponsored event, including discrimination or sexual harassment in the context of placement activities at APA divisional meetings
- Discrimination by an institution (college or university)
- Discrimination or sexual harassment by or against an APA staff member

In all cases, complaints should be directed to the ombudsperson concerning nondiscrimination and sexual harassment. The ombudsperson may address the complaint directly, refer it to other authorities within the APA, or determine that the complaint would be more appropriately addressed to another institution.

For complaints in cases other than those listed above, the ombudsperson may provide informal advice to the complainant, but any formal complaints must be addressed to other institutional authorities.

Does the APA handle complaints against individuals?

Only if the complaint concerns an individual's conduct at an APA divisional meeting or conduct by or against an APA staff member.

Are complaints brought to the APA confidential?

Yes, to the extent feasible and allowable by law. Communications with the ombudsperson are subject to legal discovery. In some cases, it may be impossible to pursue a matter while preserving the complainant's anonymity. If the ombudsperson or other APA authority handling the matter determines that this is the case, the complainant will be informed and enabled to make a decision about the acceptability of the risk.

What if my complaint is currently under review somewhere other than the APA, such as my institution or the court system?

The APA does not normally take formal action on any complaint currently under investigation, adjudication, mediation, or litigation in another body (e.g., the court system, the AAUP, a university or department). The APA ombudsperson is available to provide informal advice while a complaint is under review elsewhere. Members are free to bring complaints to the APA for formal review after other proceedings have concluded, at which point the APA will consider appropriate sanctions.

What action can the APA take on a discrimination or sexual harassment complaint?

The APA may issue a letter of concern or impose a censure on an institution and revoke its privileges and participation in APA-sponsored venues, such as job ads. The APA may also remove an individual from an APA event.