



APA DIVISION 22 ANTI-HARASSMENT POLICY

Approved by a vote of the Executive Committee: 8/8/19

Preamble

The #MeToo movement teaches us that professional organizations need to cultivate respectful cultures and take actions to thwart inappropriate behavior. When members know how to define, identify, and report inappropriate conduct, everyone can work together to create a safe environment.

The Division of Rehabilitation Psychology (APA Division 22) is committed to providing a harassment-free environment for everyone. Incivility, sexual harassment or harassment of any form, intimidation, bullying, discrimination, and other forms of disruptive behavior are not in keeping with the spirit of our Division. Fostering an atmosphere of respect and civility is vital to the success of the Division and that harassment is contrary to the values and mission of Division 22. Every member is held accountable for upholding a culture that rejects such behavior.

This statement is intended to facilitate a greater understanding of professional conduct, to encourage Division members to consider power differentials among themselves and others they interact with in professional roles and settings including trainees, peers, mentors, and mentees, and to empower members of vulnerable groups. We are committed to maintaining a culture that promotes accountability and empowers members to raise their concerns. In addition, this statement highlights Division 22 and APA mechanisms for reporting and addressing harassment and other unethical conduct.

Policy

Consistent with [Division 22 By-Laws](#) and the [American Psychological Association's Division Officers Handbook](#), Division 22 seeks to foster an environment in which our members and affiliates may learn, network, and enjoy the company of colleagues in an atmosphere of mutual respect. Division members and affiliates are expected to treat each other in a professional and courteous manner and behave professionally while conducting or engaging in Rehabilitation Psychology business or participating in Division activities and events. We recognize a shared responsibility to create that environment for the benefit of all; thus, some behaviors are specifically prohibited:

What is prohibited? Unwanted or abusive behavior toward others and other forms of unprofessional behavior while conducting or engaging in Division 22 business or participating in Division activities and events will not be tolerated. Examples of such behavior include, but are not limited to:

- Harassment or intimidation, including unwanted sexual attention or unsolicited physical contact
- Harassment or intimidation based on race/ethnicity, gender identity, sexual orientation, disability status, or any other characteristic

- Physical or verbal intimidation (including shouting or angry outbursts directed toward others or directing profanity toward others)
- Verbal or physical behavior that has the effect of humiliating or shaming others (e.g., ridiculing, name calling)
- Retaliation against persons who raise concerns about problematic behavior
- Other unprofessional behavior, such as “mobbing” (i.e., bullying of an individual by a group. Also referred to as adult bullying, this type of bullying and has been described as ‘ganging up’ by colleagues, supervisors, mentees, supervisees, or students).

Inappropriate conduct is not limited to face-to-face interactions; it can happen in written, electronic, online, and telephone communication. Division members are expected to observe these guidelines in all Division activities, including online venues and social events.

What if such behavior occurs?

As a Division, we call on all members who observe inappropriate conduct to step in and ask that the behavior be stopped immediately. Due to the power differential between trainees/early career psychologists and senior leadership, we especially hope that more senior members will accept this responsibility.

In the event that an incident is not resolved through the informal intervention outlined above, a formal complaint should be made. [APA policy](#) encourages members to report—preferably in writing—concerns regarding conduct that they believe is legally or ethically questionable, including possible instances of harassment. Division 22 members or affiliates with concerns regarding conduct that they believe is inappropriate should contact any lawyer in the [APA Office of General Counsel](#). Once a complaint is registered, legal counsel will confer with other appropriate individuals and will follow general complaint procedures outlined in APA policy B5.08, including overseeing any investigation or follow up. No person who is accused in a complaint will participate in the investigation or resolution of the complaint and every effort will be made to maintain confidentiality throughout the process, but total confidentiality cannot be guaranteed. In addition to any APA sanctions, a majority vote of the Executive Committee may lead to termination of Division 22 membership, as outlined in Section 5.A3 of our [Division By-Laws](#). All decisions by the Executive Committee will be final.

Summary

The Division of Rehabilitation Psychology (APA Division 22) is committed to maintaining a culture that promotes accountability and empowers members to raise their concerns. We recognize that this statement’s strength and influence depend on its circulation, discussion, reflection, and use by Division members.