

LATIN
AMERICAN
STUDIES
ASSOCIATION

LASA

ANTI-HARASSMENT SURVEY REPORT

August 3, 2021

PREFACE

Introducción

Este documento es fruto de un largo y arduo proceso de trabajo coordinado por Lynn Stephen presidenta electa de LASA (2018-2019) y en el que participaron diferentes integrantes de la organización en distintas sub-comisiones¹ desde el año 2018 hasta el año 2020. En este último año la encuesta construida por estas sub-comisiones fue aplicada a la membresía de LASA obteniéndose valiosa y pertinente información. El informe a continuación muestra por tanto los resultados cuantitativos y cualitativos principales derivados de dicho ejercicio.

Este informe incluye un *hiperlink* específico cada vez que se mencionan los [procedimientos anti-acoso](#) y contra la violencia en razón de género actualmente existentes en LASA.

Esperamos que esto facilite la consulta efectiva de los procedimientos hasta ahora existentes en caso que alguna persona de nuestra membresía sienta afectada su situación por alguna acción que podría ubicarse bajo el rango de acoso.

Cabe aclarar que los resultados del presente informe estarán a su vez siendo analizados junto a expertas-os pertenecientes a las principales secciones que trabajan con asuntos de discriminación relativos a género, etnia, clase, grupos LGBTQ+ etc y que son a su vez parte de la membresía de nuestra organización.

Esperamos que este primer ejercicio de diagnóstico de la situación relativa a acoso sea provechosa para mejorar tanto el clima organizacional como los procedimientos necesarios para dar el cauce idóneo a los procesos que se requieran.

¹ Subcomisión en 2019: (Anti-Harassment Task Force 2019): Mercedes Prieto, Co-chair, FLACSO, Ecuador; Vivian Andrea Martínez Díaz, Co-chair, Universidad de los Andes; Michelle McKinley, Co-chair, University of Oregon; Tanya Hernandez, Fordham University; Alexandre Da Costa; University of Alberta; Ginetta E. Candelario, Smith College; Juan Carlos Callirgos Patroni, Pontificia Universidad Católica del Perú; Augusto Sales Dos Santos, Universidade Federal de Vicosá
Sub-comité 2020 (Anti-Harassment Task Force 2020): Lynn M. Stephen, Chair, University of Oregon; Mercedes Prieto, FLACSO, Ecuador; Vivian Andrea Martínez Díaz, Universidad de los Andes; Alexandre Da Costa; University of Alberta; Milagros Pereyra-Rojas, LASA.

Subcommittee on Anti-Harassment: Aníbal Pérez-Liñán, University of Notre Dame; Barbara Weinstein, New York University; Lorraine Leu, University of Texas, Austin; Vivian Andrea Martínez Díaz, Universidad de los Andes; Emiliana Cruz, Centro de Investigaciones y Estudios en Antropología Social (CIESAS México).

Sub-comité 2021 (Subcommittee on Anti-Harassment 2021): Vivian Andrea Martínez Díaz, Universidad de los Andes, Chair; Aníbal Pérez-Liñán, University of Notre Dame; Barbara Weinstein, New York University; Lorraine Leu, University of Texas, Austin; Emiliana Cruz, Centro de Investigaciones y Estudios en Antropología Social (CIESAS México); Vanessa Chaves, Policy Advisor, LASA.

Sub-comité 2021 (Survey Report Committee 2021) includes Lynn Stephen, University of Oregon; Vivian Martínez Díaz, Universidad de los Andes Annalise Gardella, University of Oregon and Milagros Pereyra, LASA.

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I. INTRODUCTION

In 2018, LASA approved a new anti-harassment policy reminding colleagues of appropriate standards of behavior at LASA meetings related to sexual and other forms of harassment, discrimination, bullying, and violence. The LASA survey carried out in 2020 revealed that almost 40 percent of survey respondents (248 of 646) were not aware of this policy. This suggests that we have significant work to do around continuously educating LASA participants about our policy and practices. A summary of the different kinds of harassment people experienced suggested that 49 percent of respondents experience at least one form of harassment of the four explored in the survey (general harassment, sexual harassment, discrimination, and bullying). Twenty-three percent of respondents reported experiencing all four categories of harassment. Overall, this means that 72 percent of respondents experienced some form of harassment in LASA-related events. That is an alarming statistic that can be analyzed in more specificity, but because some demographics were slightly more or less likely to experience certain types of harassment, many groups were too small to draw overall conclusions. What the statistic of 72 percent of respondents registering some form of harassment tells us is that there is a culture of impunity for harassment within LASA and that many people have felt harassed at one time or another as defined in this survey.

This report is our first attempt to analyze the quantitative data from the survey and the qualitative comments. There is much to learn from the data. This report and the recommendations it generates would not have been possible without the participation of devoted LASA members who generously gave their time to formulate the initial policy and procedures, to fashion several drafts of a questionnaire working across diversity of language, age, race, sexuality, gender, place of employment and origin, timing in academic career, and other factors. Our goals in analyzing and transparently sharing the data from this important survey are to provide a better understanding of the kinds of harassment LASA members have faced and continue to face in order to strengthen our own methods of reporting, addressing, and mitigating harassment and various forms of violence within our organization. Our hope is that this survey and the subsequent report are the beginning steps in creating a more equitable and safer academic environment for all our colleagues, despite differences in gender, race, ethnicity, nationality, disability, sexuality, academic discipline or rank, or political beliefs. LASA is an incredibly diverse association, and we believe that diversity is a strength that allows many perspectives to shape the present and future of our academic endeavors. Clear from the survey results, however, is that LASA has room to improve in terms of creating a safe environment for members and participants and providing transparent channels of accountability in cases of harassment or violence.

We are profoundly grateful to the people listed below who served on LASA Anti-Harassment task forces and committees over the past three years and made it possible for us to move forward in creating a policy and set of procedures, panels and written forums, and this questionnaire which had several earlier versions.

2019

Anti-Harassment Task Force:

- Mercedes Prieto,**
Co-chair, FLACSO, Ecuador;
- Vivian Andrea Martínez Díaz,**
Co-chair, Universidad de los Andes;
- Michelle McKinley,**
Co-chair, University of Oregon;
- Tanya Hernandez,**
Fordham University;
- Alexandre Da Costa;**
University of Alberta;
- Ginetta E. Candelario,**
Smith College;
- Juan Carlos Callirgos Patroni,**
Pontificia Universidad Católica del Perú;
- Augusto Sales Dos Santos,**
Universidade Federal de Vicosa.

2020

Anti-Harassment Task Force:

- Lynn M. Stephen,**
Chair, University of Oregon;
- Mercedes Prieto,**
FLACSO, Ecuador;
- Vivian Andrea Martínez Díaz,**
Universidad de los Andes;
- Alexandre Da Costa;**
University of Alberta;
- Milagros Pereyra-Rojas,** LASA.

Subcommittee on Anti-Harassment:

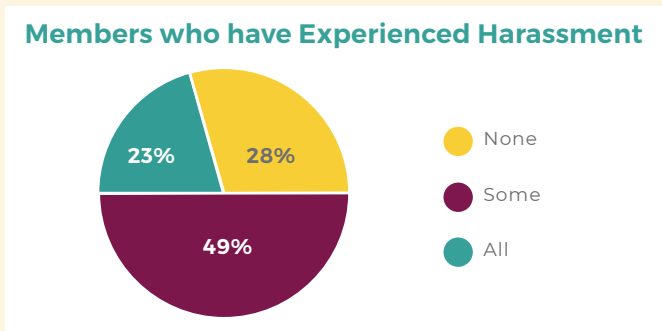
- Aníbal Pérez-Liñán,**
University of Notre Dame;
- Barbara Weinstein,**
New York University;
- Lorraine Leu,**
University of Texas, Austin;
- Vivian Andrea Martínez Díaz,**
Universidad de los Andes;
- Emiliana Cruz,**
Centro de Investigaciones y Estudios en Antropología Social (CIESAS México).

2021

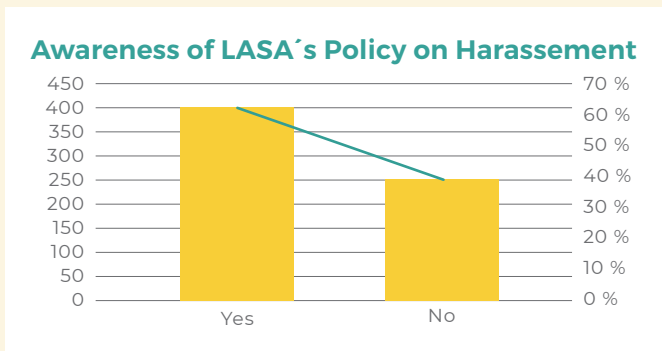
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- Barbara Weinstein,**
New York University;
- Lorraine Leu,**
University of Texas, Austin;
- Emiliana Cruz,**
Centro de Investigaciones y Estudios en Antropología Social (CIESAS México);
- Vanessa Chaves,**
Policy Advisor, LASA.

The 2021 Survey Report Committee includes **Lynn Stephen**, University of Oregon; **Vivian Martínez Díaz**, Universidad de los Andes **Annalise Gardella**, University of Oregon and **Milagros Pereyra**, LASA.



Graphic 1: Members Who Have Experienced Harassment



Graphic 2: Awareness of LASA's Policy on Harassment

II. METHODOLOGY

The LASA Executive Council (EC) appointed an Anti-Harassment Task Force in 2019 (see above). The Task Force was in charge of developing the [LASA Code of Conduct](#) (Appendix 1) and a survey (Appendix 3) to explore how harassment was impacting the Association and its members—especially during LASA Congresses. A policy and a preliminary survey were developed for approval of the EC. These documents (policy and survey) went through several revisions by subcommittees appointed by the EC which approved final versions of these documents. Developing a survey in multiple languages, applicable to many different countries proved challenging and interesting. The survey was reorganized several times before the final version was sent to LASA members in 2020. See survey in **Appendix 3**. Table 1 shows the steps followed to develop the final survey.

TABLE 1: Survey Development Process

Survey Development Process

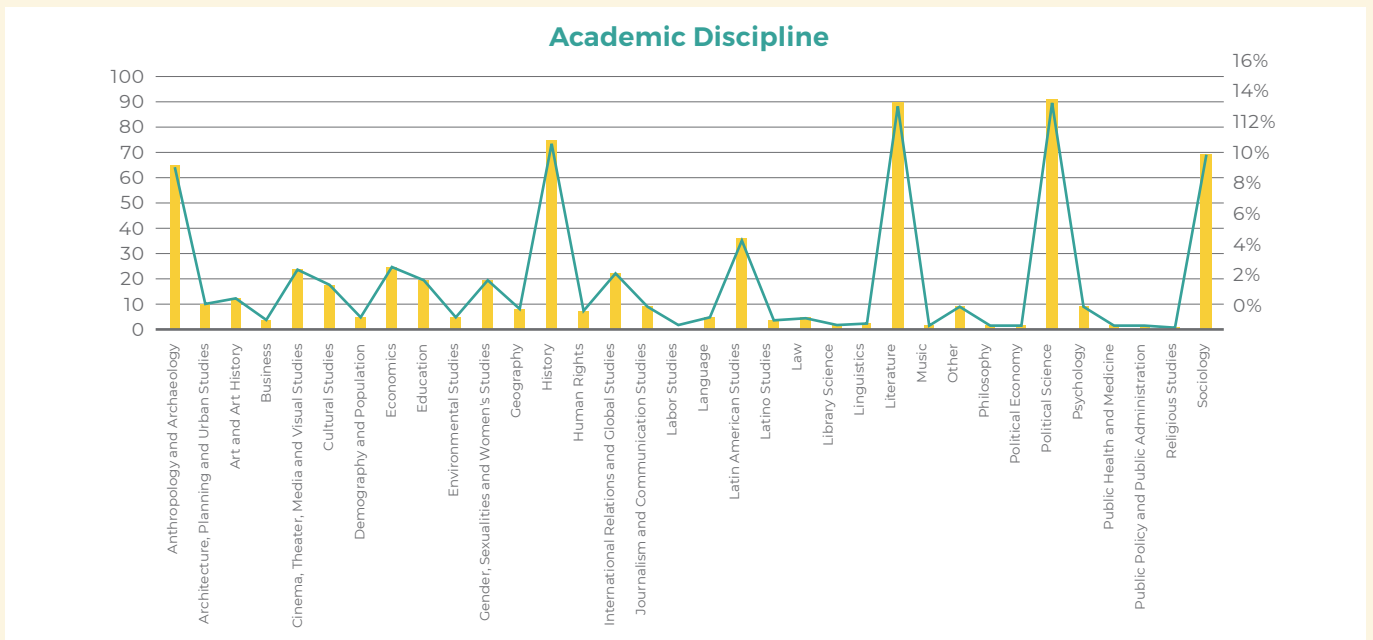
Phase / Step	Description
Phase 1	Presurvey issues
Phase 2	Survey Construction
	Obtain content information / Literature Review
	Generate an item pool
	Identify existing scales
	Group items (Q-sort) (5 - 7 experts)
	Determine format for measurement
	Have initial item pool reviewed by experts
	Consider inclusion of validation items
Phase 3	Pre-Test
	Administer items to a development sample (pre-test)
	Evaluate the items (factor analysis)
	Optimize scale length (initial item reduction)
	Confirmatory factor analysis
	Convergent and discriminant validity
	Replication
Phase 4	Final Survey Development
	Develop final survey instrument (Qualtrics)
	Prepare IRB Application / Obtain IRB

TABLE 1: Survey Development Process**Survey Development Process**

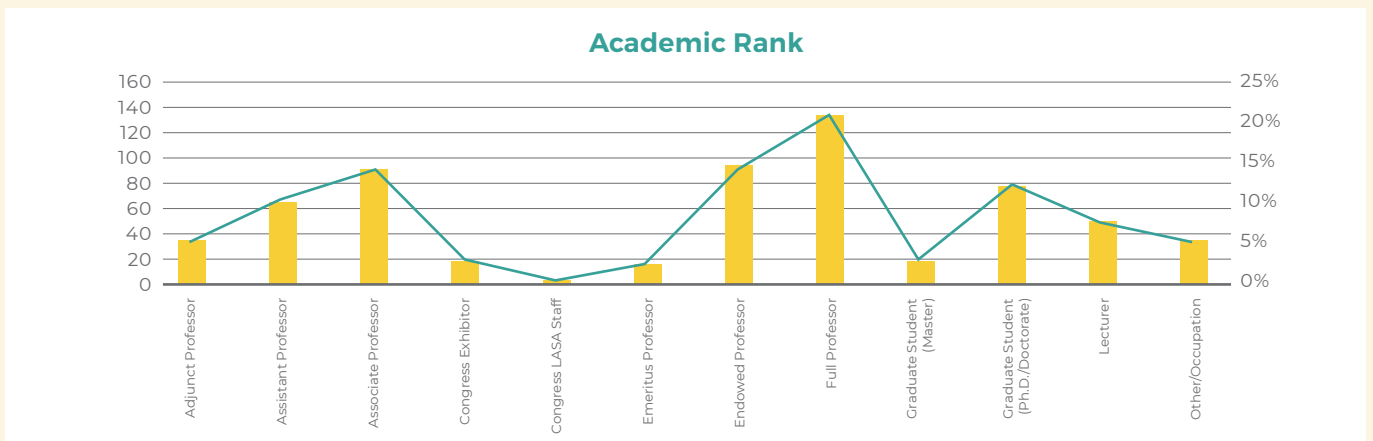
Phase / Step	Description
Phase 5	Pilot
	Select the respondents
	Translate surveys
	Prepare and distribute the surveys
	Verify and analyze data
Phase 6	Survey administration
	Select the respondents
	Prepare and distribute the surveys
	Send reminders
Phase 7	Data analysis
	Verify data
	Statistical analysis
	Results interpretation
Phase 8	Presentation of findings
	Present findings
	Write a report

III. DEMOGRAPHICS: Information about Who Answered Survey

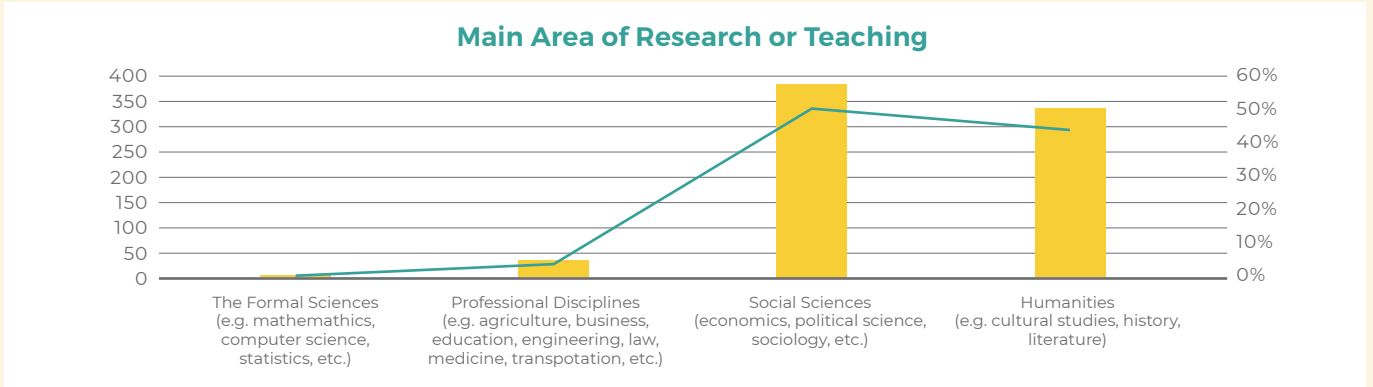
In addition to providing important information about the experiences of the membership, the survey allowed us to also develop a demographic profile of the part of the membership that chose to respond. We have information according to academic discipline, academic rank, main areas of research (humanities, social science, etc.), country of birth, current location by country, country where advanced degree was received, highest academic degree, age, disability, self-identified race, sex, gender identity, gender expression, sexual orientation, and awareness of LASA's existing policy and harassment. The categories for gender identity and gender expression are works in progress and LASA is working to refine these categories for future information and profiles of the organization.



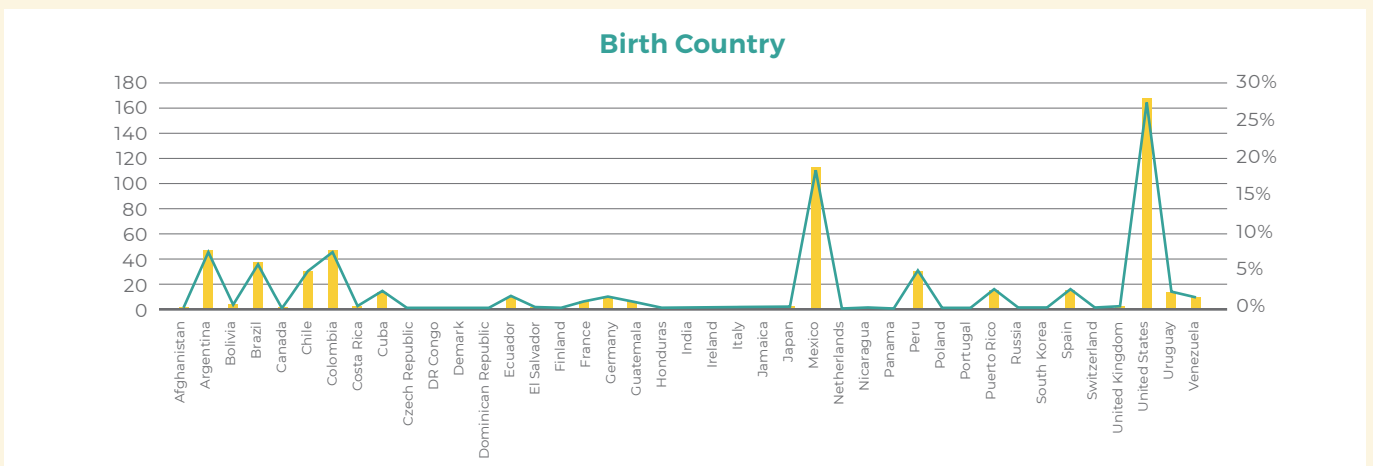
Graphic 3: Respondents by Academic Discipline



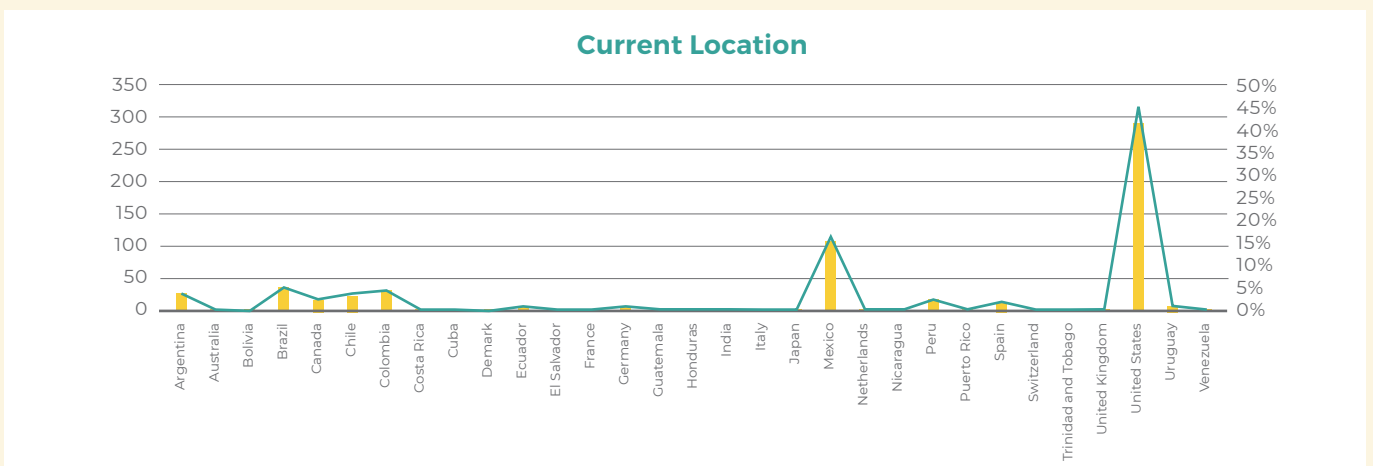
Graphic 4: Respondents by Academic Rank



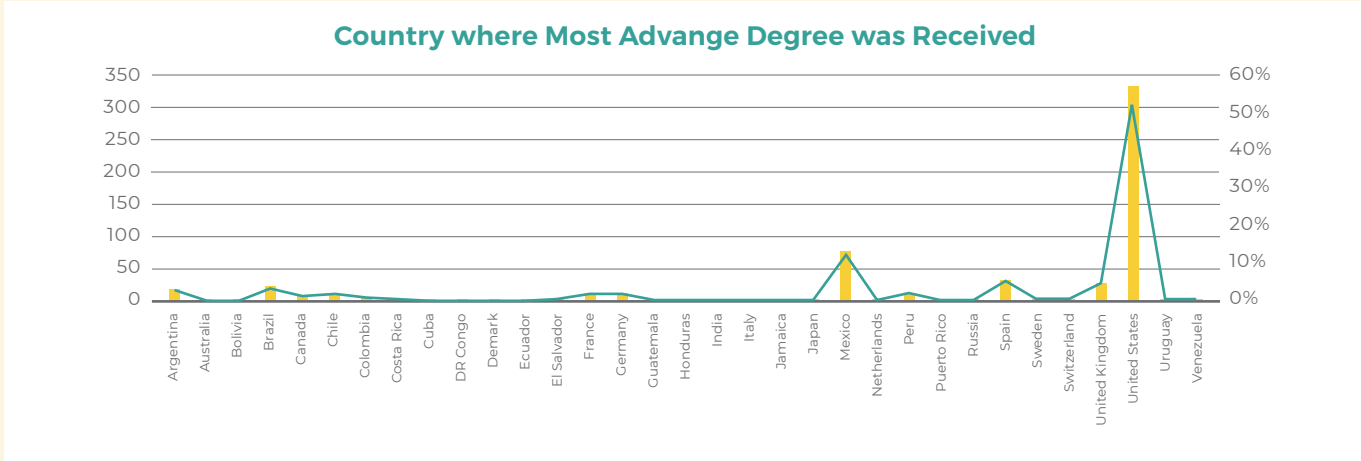
Graphic 5: Respondents by Main Area of Research or Teaching



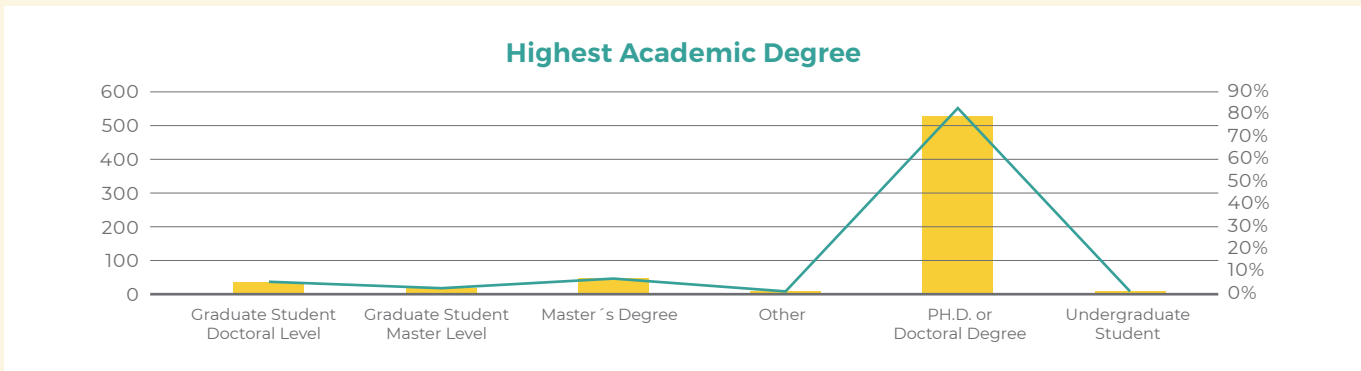
Graphic 6: Respondents by Country of Birth



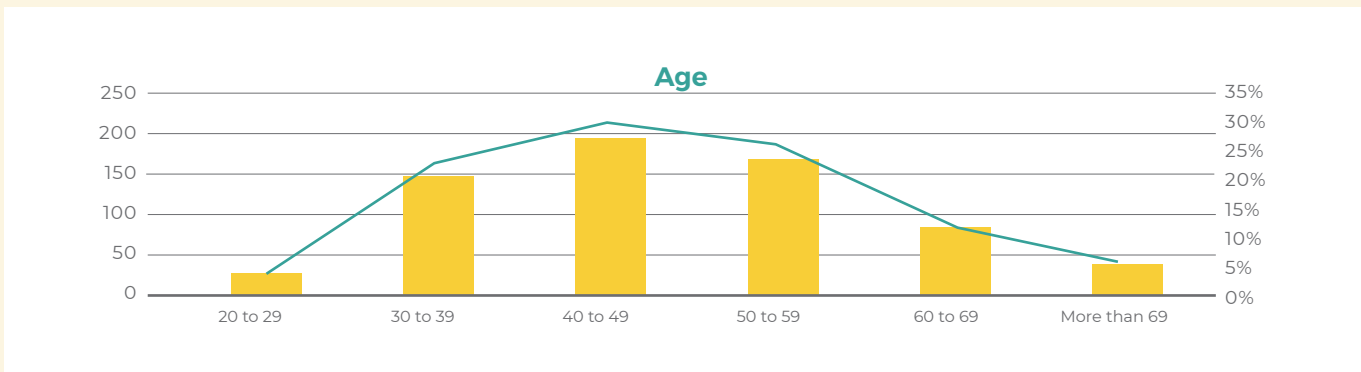
Graphic 7: Respondents by Current Location



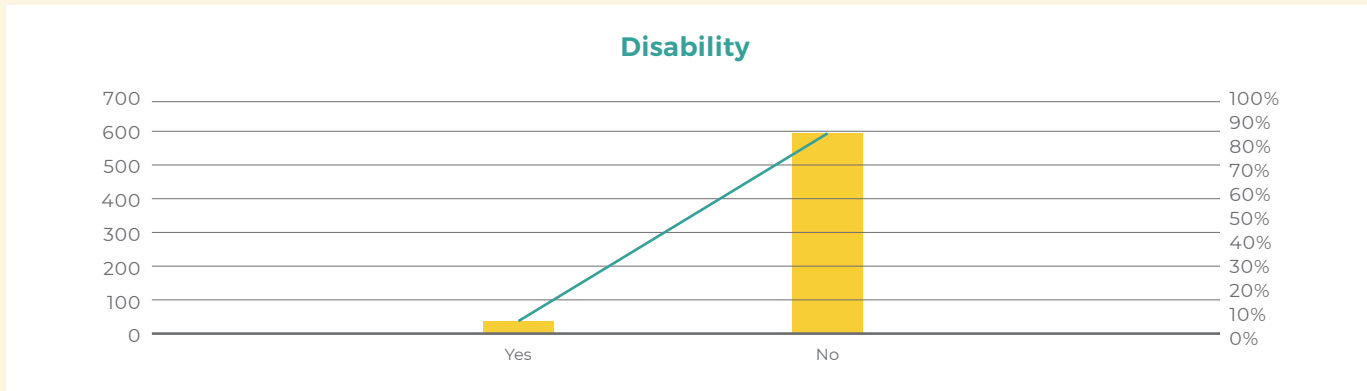
Graphic 8: Respondents by Country Where Most Advanced Degree Was Received



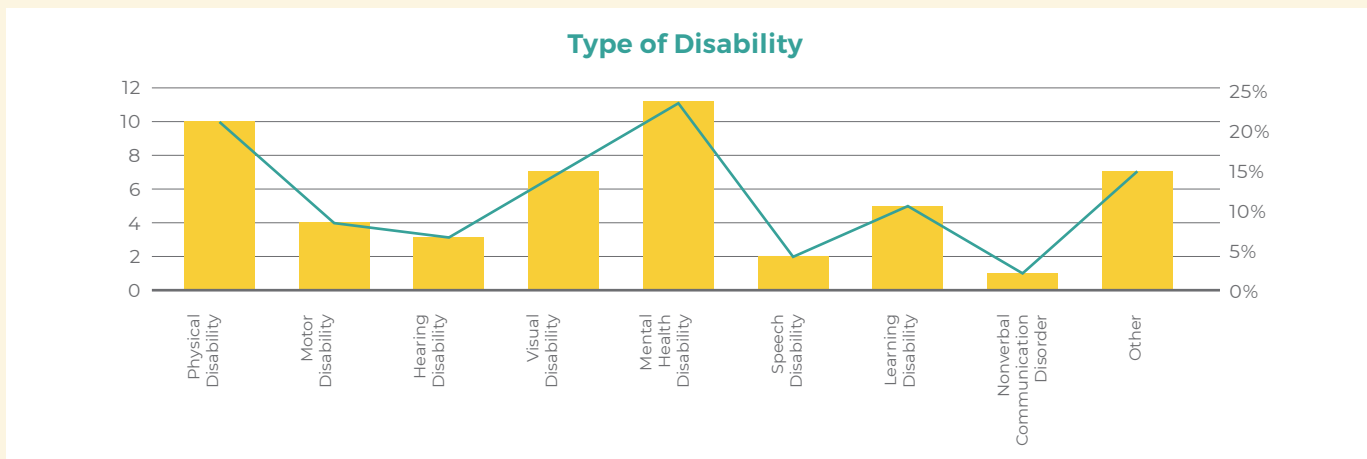
Graphic 9: Respondents by Highest Academic Degree



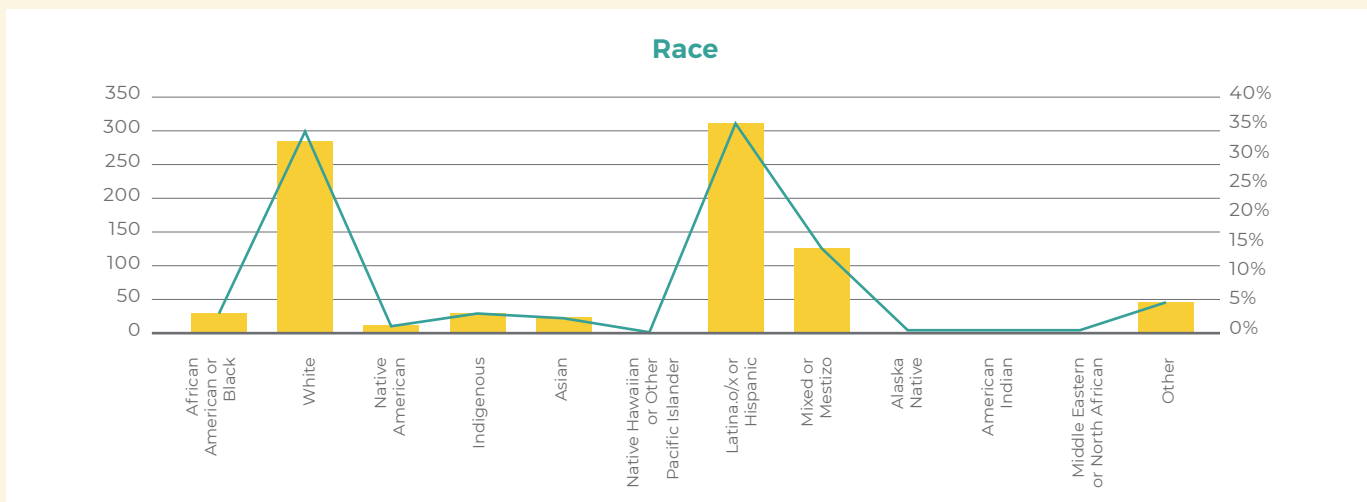
Graphic 10: Respondents by Age Category



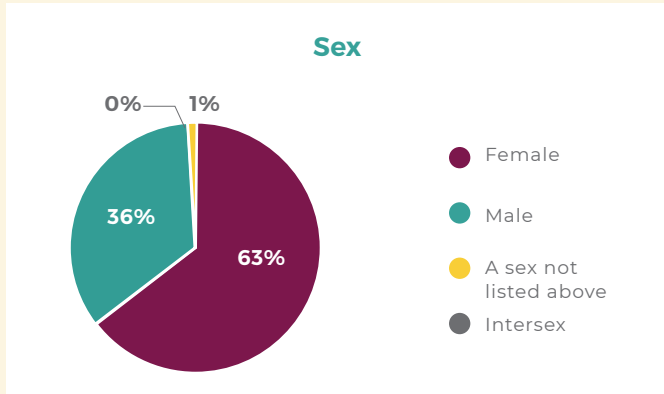
Graphic 11: Respondents by Disability



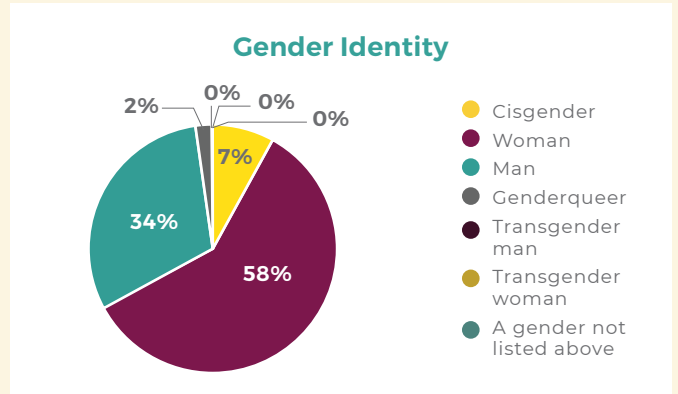
Graphic 12: Respondents by Type of Disability



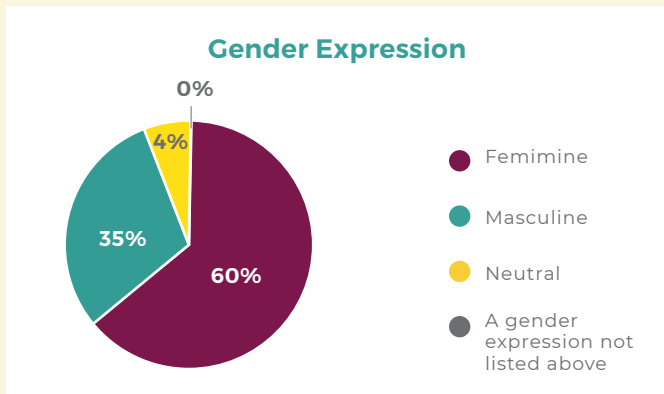
Graphic 13: Respondents by Race



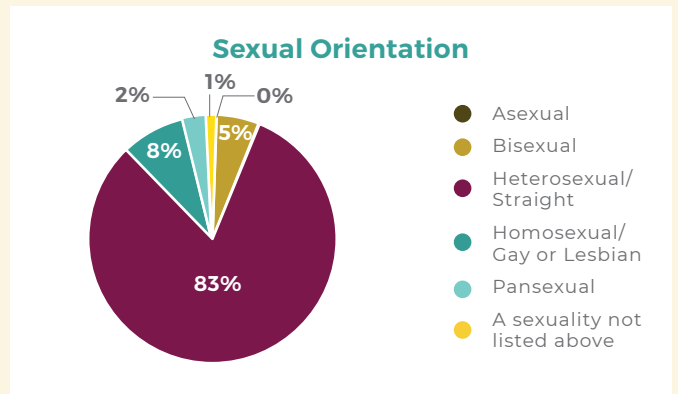
Graphic 14: Respondents by Sex



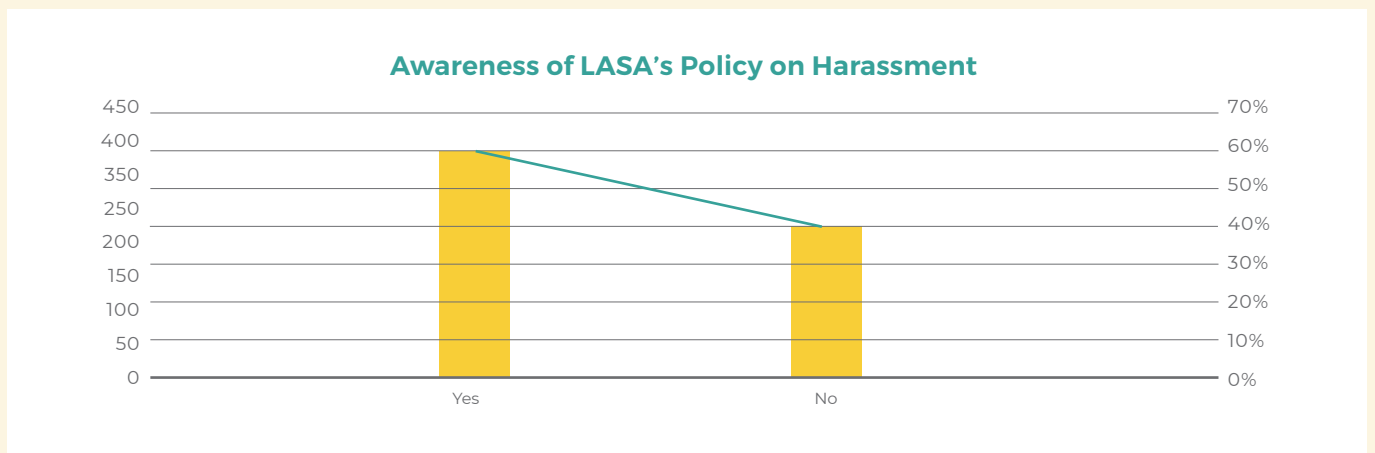
Graphic 15: Respondents by Gender Identity



Graphic 16: Respondents by Gender Expression



Graphic 17: Respondents by Sexual Orientation



Graphic 18: Respondents by Awareness of LASA's Policy on Harassment

IV. ANALYSIS BY SECTION

1. General Harassment

In the section of the survey, respondents were asked about general forms of harassment, including being belittled, sabotaged in work, excluded, or the subject of rumors. Most commonly, respondents reported being interrupted or cut off while speaking with 246 (38%) people saying this behavior has happened at least once, 28 reporting this happened to them often, and 14 said being interrupted happens very often. Respondents also reported being belittled, with 157 respondents (24%) saying they were belittled or made to look bad in front of others at least once, and four people reporting receiving this treatment very often. A total of 219 respondents (34%) reported feeling left out or excluded from conversations or events, with 34 people (5%) saying this happens often or very often. In total, 78 people (12%) reported having their work sabotaged, 73 people (11%) reported having their negative behavior revealed, 69 people (11%) had resources or information needed to do their job withheld, 54 people (8%) had false information spread about them, and 25 people (4%) had offensive material displayed to them.

These responses suggest LASA participants have experienced a lack of respect and unequal treatment in the formal and informal spaces of the congresses. Respondents thought their age (108), gender identity (139), or something else (119) contributed to these actions, although 177 people said they didn't know why these events happened. Overall, 53 percent of respondents experienced at least one of these situations. Again, as more than half of respondents experienced forms of exclusion and public

rudeness, this suggests a culture in formal panels and other types of sessions that does not equally engage all participants and has left many feeling disrespected. **Graphs 19, 20, and 21 illustrate these trends.**

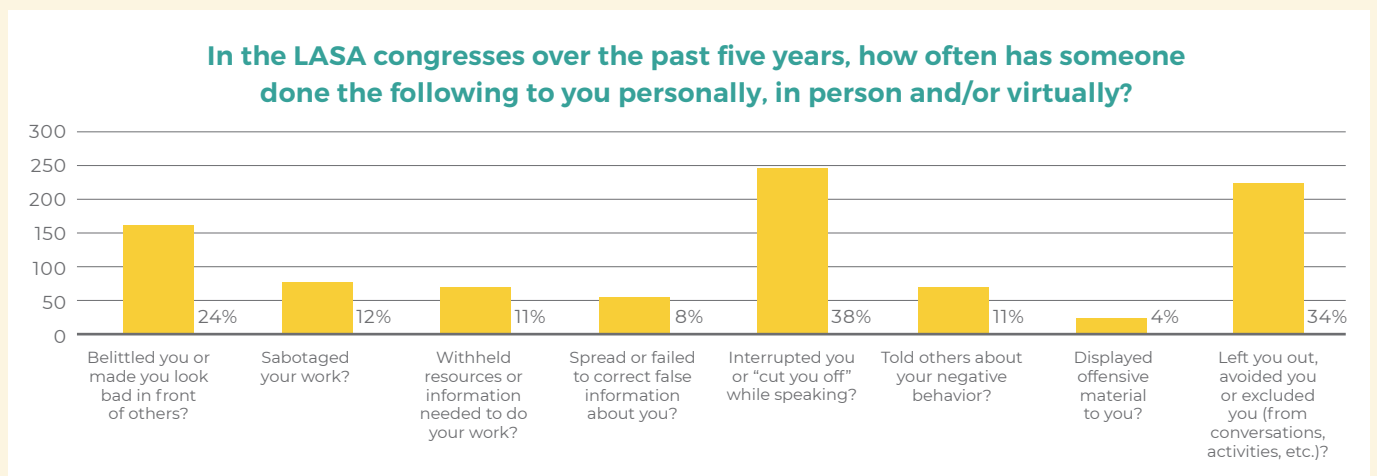
The qualitative responses that deal with general harassment reflect a wider culture within academic circles that enters into and is perpetuated in LASA spaces, often excluding or marginalizing certain voices and experiences. Many respondents did not feel comfortable reporting behavior or felt that the behavior was not serious enough to report, despite having made them feel uncomfortable. For example, one response draws attention to the issues of both race and academic hierarchy: "I experienced the types of negative and teasing comments that I usually experience at Mexicanist conferences as well due to my Chicana (Mexican-American) identity. It's nothing new and if I say something about it, it is seen as complaining or exerting my United States privilege over Mexican or Latin American academics. Besides which, many times these comments come from professors who are tenured or have much more secure positions than my own." Another respondent also spoke to the uneven experiences in LASA related to academic hierarchy, "Graduate students are constantly being told to remain quiet and not make waves or else we will not have a career in academia. It is a culture of silence that academics needs to dismantle and teach us that it is our right to complaint when violations take place. We need to read Sara Ahmed's research that centers complaint as diversity."

The role academic hierarchy plays in perpetuating inequities in LASA was highlighted in multiple qualitative responses (see appendix for more extended list). One respondent speaks eloquently to the challenges of speaking out about these issues:

It is very intimidating for graduate womyn of color in LASA, to speak up against the behaviors of those professionals who posture publicly that our research is not good enough or valuable enough because it focuses on indigenous Central American refugees and I happen to look like one of them, too; when I am ignored in a room of hundreds and no one smiles at me, I do not feel welcome or safe. When I am looked down upon because of how I sound, how I dress, or how much I do not know the OGs in the room... it does not feel like community. I think these are violences that take place in LASA all the time and that reinforce colonial relations of power, denying us the right to community. And, while these violences may not be as serious as, for instance, complaints of sexual harassment,

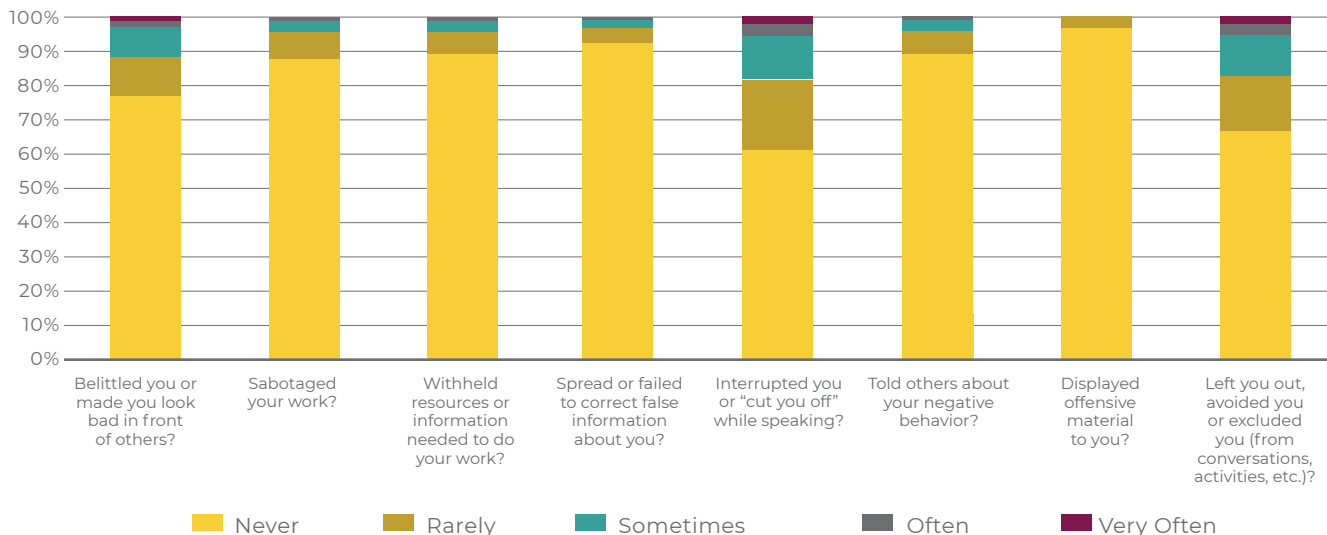
battery or rape, they function to erode the foundation of this institution and to create an unsafe space for minoritized womyn of color to not feel included and safe to be, much less to report more serious events. We come from a long history of exclusions and erasures, we can survive the climate at LASA, but the question is why? Why is it necessary to join an affiliation that does not welcome us as subjects of our own knowledge production?

Overall, the qualitative and quantitative data surrounding general harassment within LASA indicate that, while a majority of members do not regularly experience this type of harassment, over a third of the respondents have experienced some type of general harassment at least once. LASA is not immune to the inequities perpetuated in academic cultures and universities elsewhere, and it is the responsibility of this association to make sure members feel safe from this type of treatment and comfortable reporting when this behavior happens.



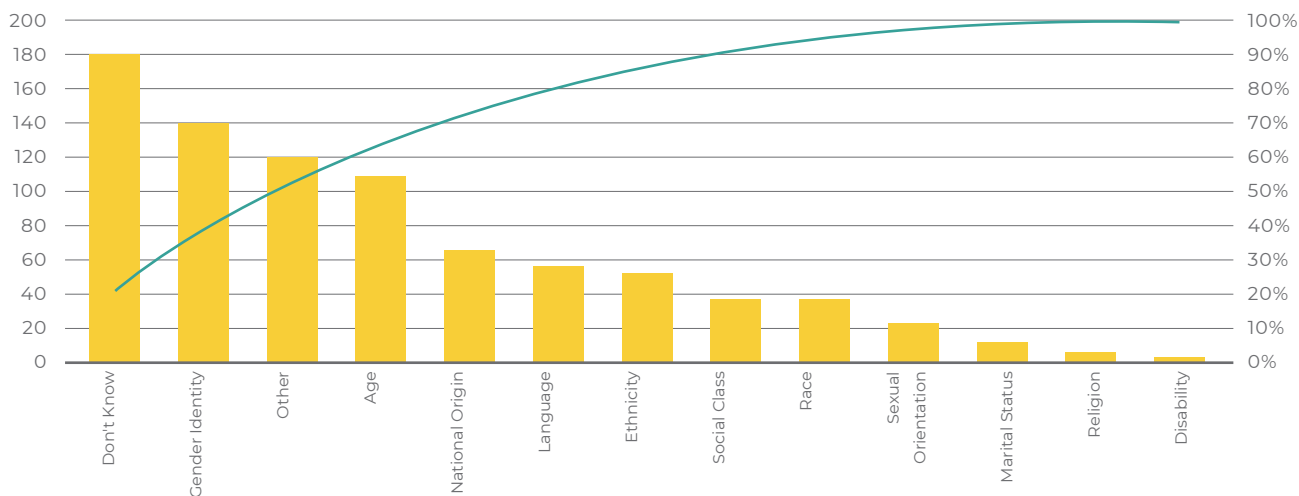
Graph 19: General Harassment Experiences

In the LASA congresses over the past five years, how often has someone done the following to you personally, in person and/or virtually?



Graph 20: Frequency of General Harassment

Based on your perception, would you say that the above behavior was due to your:



Graph 21: Perceived Reasons for General Harassment

2. Sexual Harassment

What is clear from the report's data is that many members have experienced and witnessed different manifestations of sexual harassment during LASA Congresses. Sexual harassment is defined in terms of specific acts and kinds of behavior such as offensive, sexist remarks; staring at, leering, or ogling; use, distribution, or exhibition of suggestive sexual materials; unwanted attempts to establish sexual or romantic relations; sexual extortion, which takes the form of bribes or rewards in exchange of sex; touches without consent; and attempts or coercion to have sex without permission.

According to the data (**reflected in Graph 22**), 30 percent, or 191 individuals, reported someone made offensive sexist remarks in their presence. Twenty-one percent, or 136 people, said that at least once they had been stared at in a way that made them feel uncomfortable. Ten percent of respondents, 64 people and 63 people respectively, declared that someone made unwanted attempts to establish a sexual romance or touched them in a way that made them feel uncomfortable. Likewise, 4 percent (26 people) had sexist or suggestive material about them displayed, used or distributed; 2 percent (16 people) were bribed to engage in sexual behavior, two percent (12 people) felt threatened with retaliation for not being sexually cooperative, and two people (>1 percent) reported being forced to have sex without their consent.

Graph 23 shows the frequency with which LASA members suffered sexual harassment during the congresses. One member declared that they suffered attempted sexual abuse very often, while two members declared that they

were forced to have sex without consent rarely and sometimes. It is worth remarking that while these last percentages represent a small fraction of our data set, the occurrence of rape and sexual assault in LASA events is an egregious and deeply concerning result of this survey's data and demonstrates the need for the implementation of this report's recommendations (See Section on Recommendations).

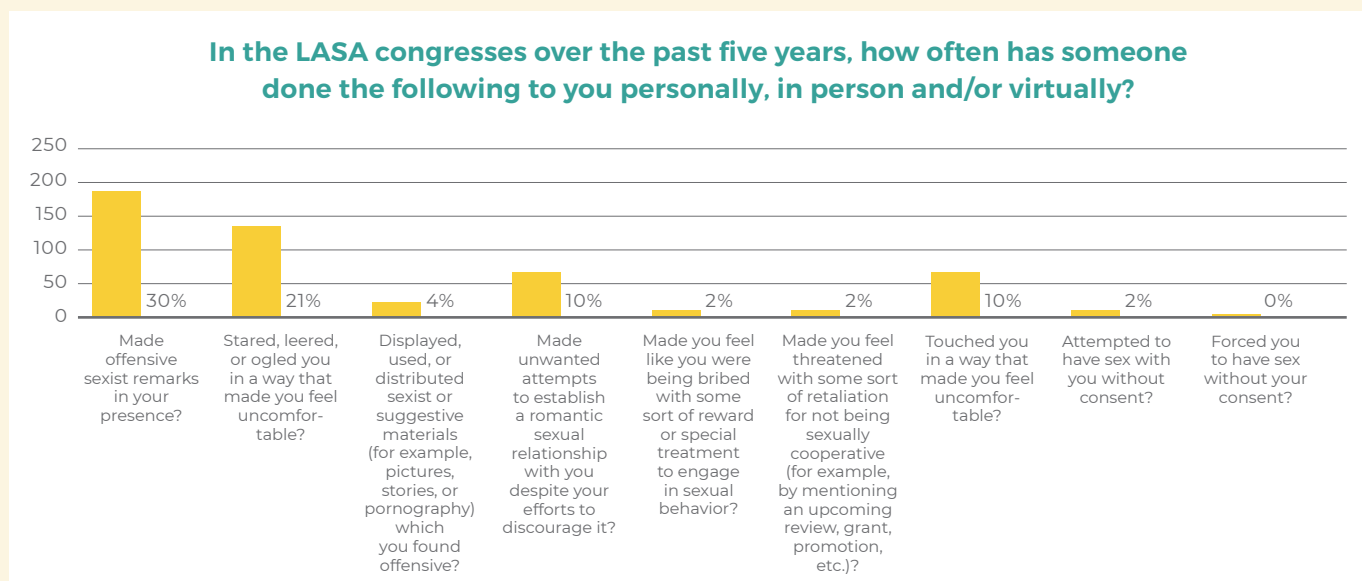
When asked about what circumstances motivated the sexual harassment, respondents affirm that they did not know why these actions happened. Other respondents attributed sexual harassment behavior primarily to age, gender identity, and other issues. This information is displayed in **Graph 24**. LASA members also indicated that acts of sexual harassment in the congresses and the association were motivated by ethnicity, marital status, national origin, race, sexual orientation, language, and social class. Two members declared that disability was a motive for sexual harassment in LASA, while other members affirmed that they were harassed due to religious beliefs.

The qualitative responses in this survey demonstrate some of the instances of sexual assault, both reported and unreported, and many of the responses detail why people felt uncomfortable reporting their experiences. A number of the responses as to why members did not report their harassment demonstrate a culture of silence surrounding harassment and pressure to handle situations individually despite harm or inequitable positionalities in LASA. For example, one person said, "The person who was

hitting on me was a senior colleague and I felt I could handle it myself. He was an old school guy who thought he could be ‘romantic’ with whomever he wanted to. I discouraged him without making a scene.”

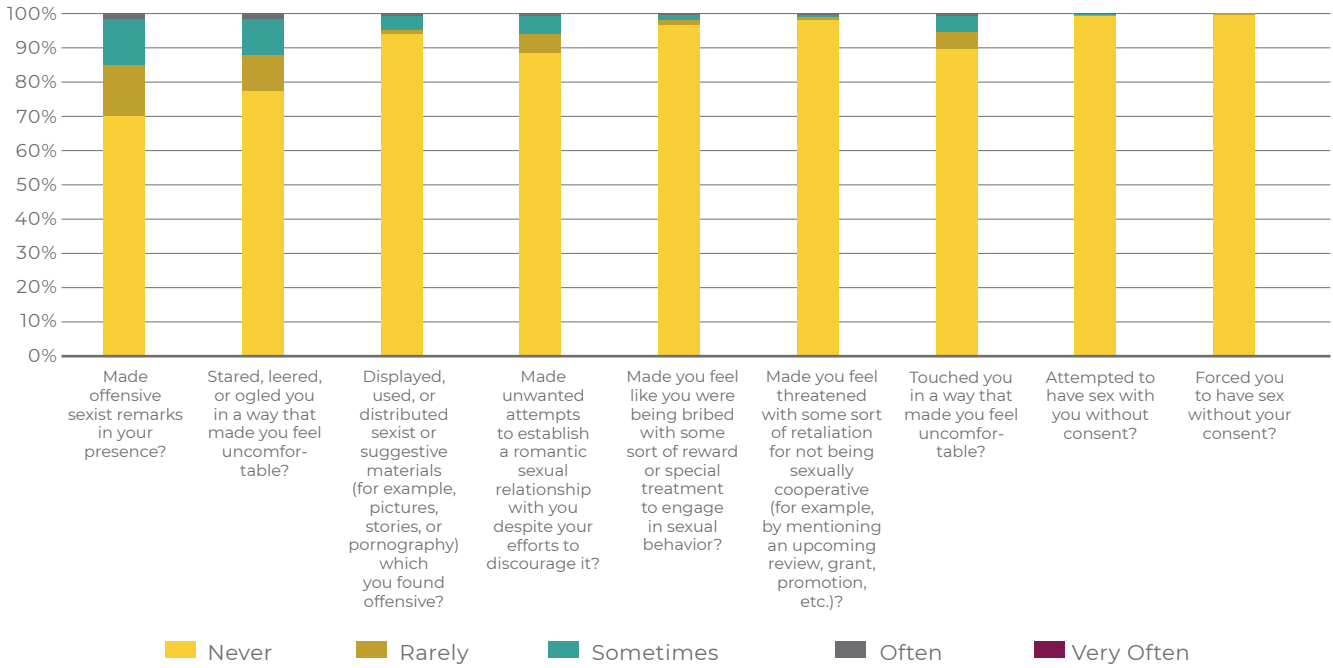
In some cases, the qualitative responses reflect gaps in accountability on the part of LASA: “I’ve been sexually harassed multiple times during a LASA Congress and been racially attacked. However, when I asked for help, instead of supporting me, I was told that ‘it must have been a misunderstanding’ and I was being hysterical. I was told that ‘I needed to calm down’ and this comment came from one of the LASA Congress Program Co-chairs. The executive board of LASA was present when one male academic said to me while trying to touch me, ‘quiero coger una china porque me han dicho que su parte es sabrosa’ (I’m quoting almost verbatim, I left out some disgusting terms).”

Overwhelmingly, these responses reflect the affective, emotional, and professional impact of experiencing abuse within academic events. One respondent reported after being harassed, “I had to change where I went and avoid the person as much as possible. It made me uncomfortable to be in the same room with the person.” Another person said, “...quien ejerció violencia es un investigador de renombre y simplemente pensé que no me iban a creer.” The role of power, and especially regarding race, gender, age, and ethnicity, impact who is victimized by sexual assault and how and when reporting this assault is a viable option. The qualitative responses in this section, in combination with the quantitative data, demonstrate that even though a majority of members do not experience sexual harassment, the harmful experiences of those who have experienced it are still cause for concern; sexual assault in LASA must be addressed.



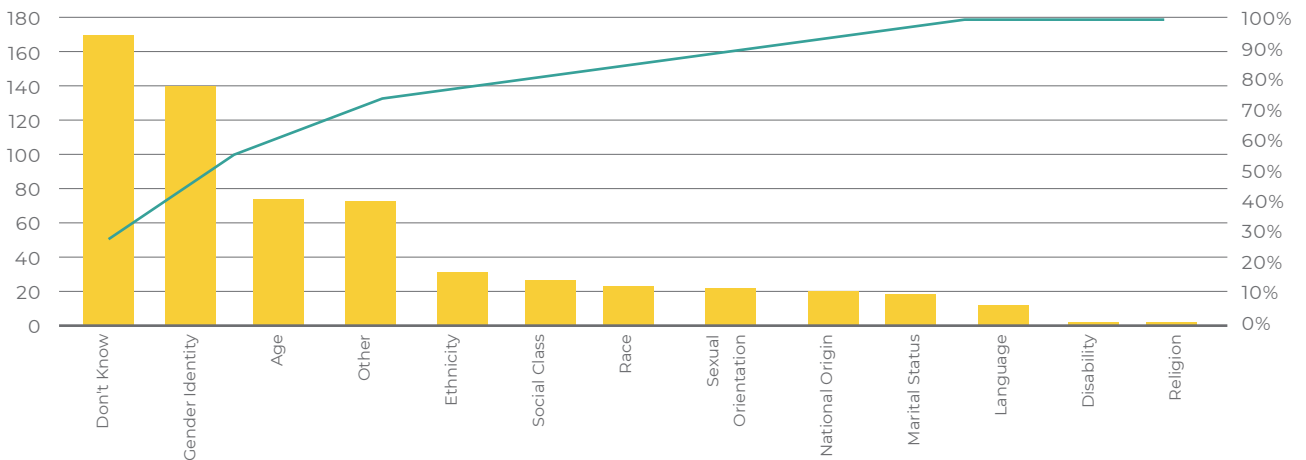
Graph 22: Types of Sexual Harassment Experienced at LASA Congresses Last Five Years

In the LASA congresses over the past five years, how often has someone done the following to you personally, in person and/or virtually?



Graph 23: Frequency of Specific Types of Sexual Harassment Experienced at LASA Congresses

Based on your perception, would you say that the above behavior was due to your:



Graph 24: Perceived Reasons for Sexual Harassment Behaviors

3. Discrimination

This section addresses discrimination, which means to distinguish, single out, or make a distinction based on specific perceived characteristics. In the context of civil rights law, unlawful discrimination refers to unfair or unequal treatment of an individual (or group) based on certain characteristics, including but not limited to age, disability, ethnicity, gender, marital status, national origin, race, religion, sexual orientation, language, social class, etc.

Nearly half of the respondents indicated that their contributions were not valued as much (48%), they were given fewer opportunities to express their ideas (37%); were treated as if they were less capable (33%) or with less respect (31%), and their questions or requests were delayed or ignored (32%). These responses suggest many LASA participants have experienced some type of discrimination while actively participating in LASA Congresses (e.g., panels, roundtables, workshops, etc.).

Many respondents did not know why they experienced these things (160), although some attributed it to their gender identity (131), their age (92), or something else (107). Overall, 54 percent of the respondents experienced at least one of these situations. As previously indicated, as more than half of respondents experienced forms of discrimination, this suggests a culture in formal panels and other types of sessions that does not equally engage all participants and has left many feeling disrespected. **Graphs 25–27** illustrate these trends.

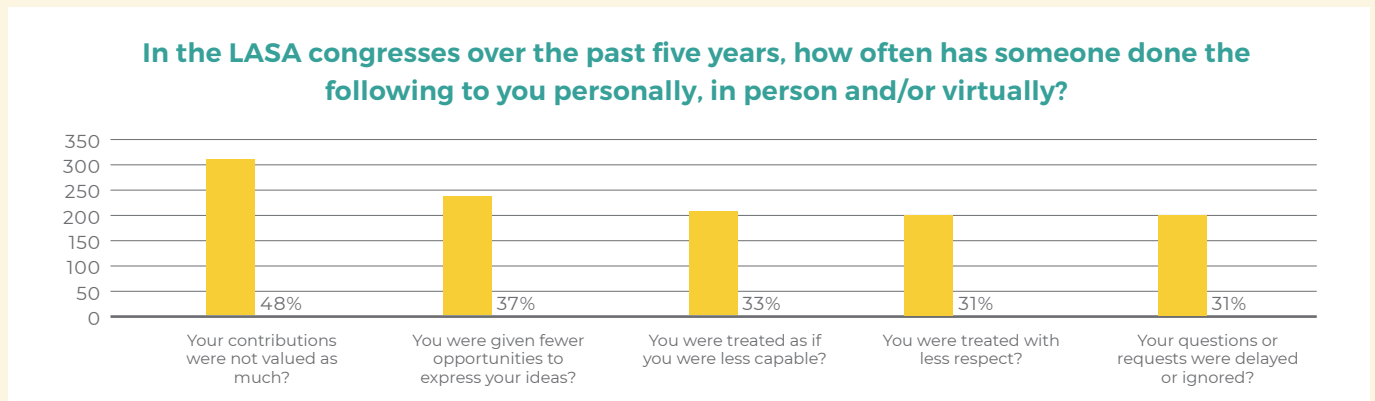
The qualitative responses also indicate specific

examples of discrimination at LASA Congresses. Some of the responses suggest that members felt uncomfortable reporting discrimination because certain types of discrimination are normalized: “The level of aggression suffered was fixed by myself. I don't think that all aggressions need policy interventions. I am perfectly capable to speak up anytime somebody discriminates me. Plus, I never experienced sexual harassment at LASA. Discrimination is an everyday life occurrence for faculty of color so it's very tiring to be reporting it all the time.” Other comments also imply that, though the member experienced discrimination, they felt larger issues of harassment outweighed their experiences with discrimination: “I wouldn't consider what happened a big deal. These were minor incidents related to what I've called “academic class” in the survey. By this I mean the hierarchy that exists within academia. While I'm an established researcher, I'm not a superstar, and the hierarchy is something that makes itself felt. However, that's the way society works and I think that we have bigger fish to fry than worrying about this. I wouldn't consider what I'm describing real discrimination.” While these quotes seem to diminish the experiences of the members, their willingness to share their experiences shows that they were impacted by the discrimination they experienced.

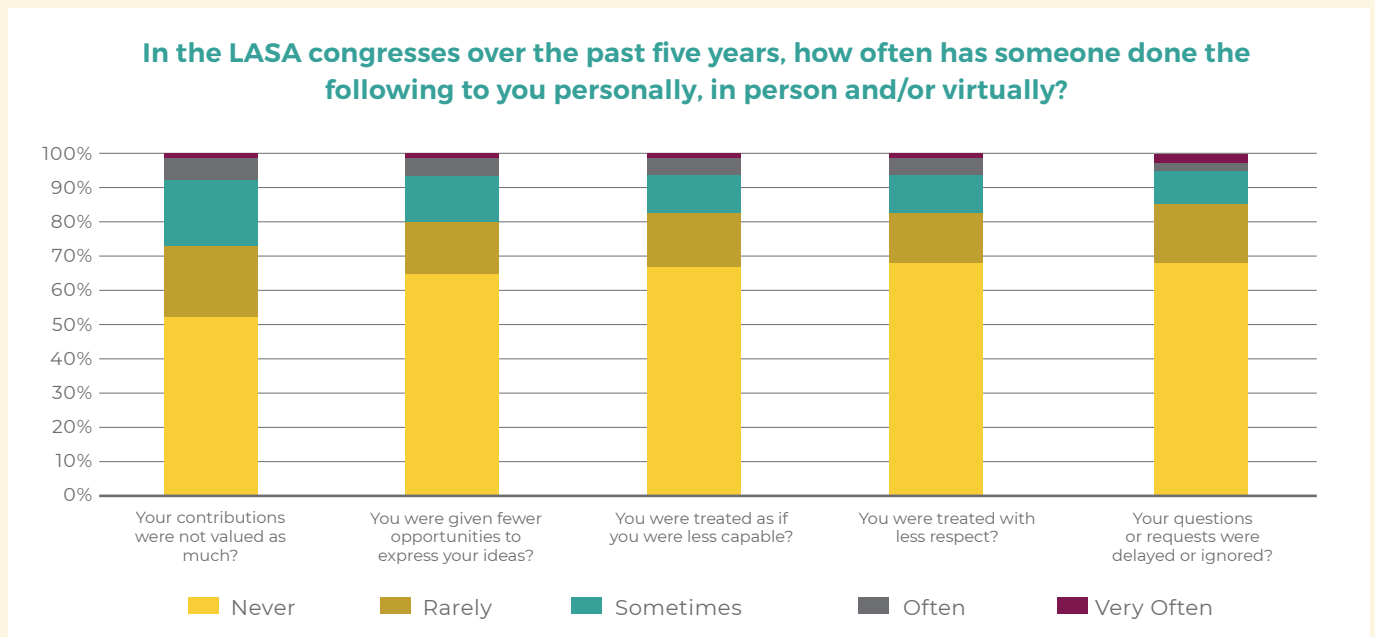
The qualitative responses demonstrate the complex role of power and hierarchy in allowing discrimination to continue in LASA spaces. One member said, “The behaviors I have experienced generally did not rise to the level of illegal or

cause of physical harm. Instead, they are subtle and normalized acts of gender discrimination that one must find individual strategies to cope. There are likely high social and professional costs to taking formal action to counteract passive and seemingly harmless displays of sexism. In the moment these are just uncomfortable exchanges, but over the years it's clear that there

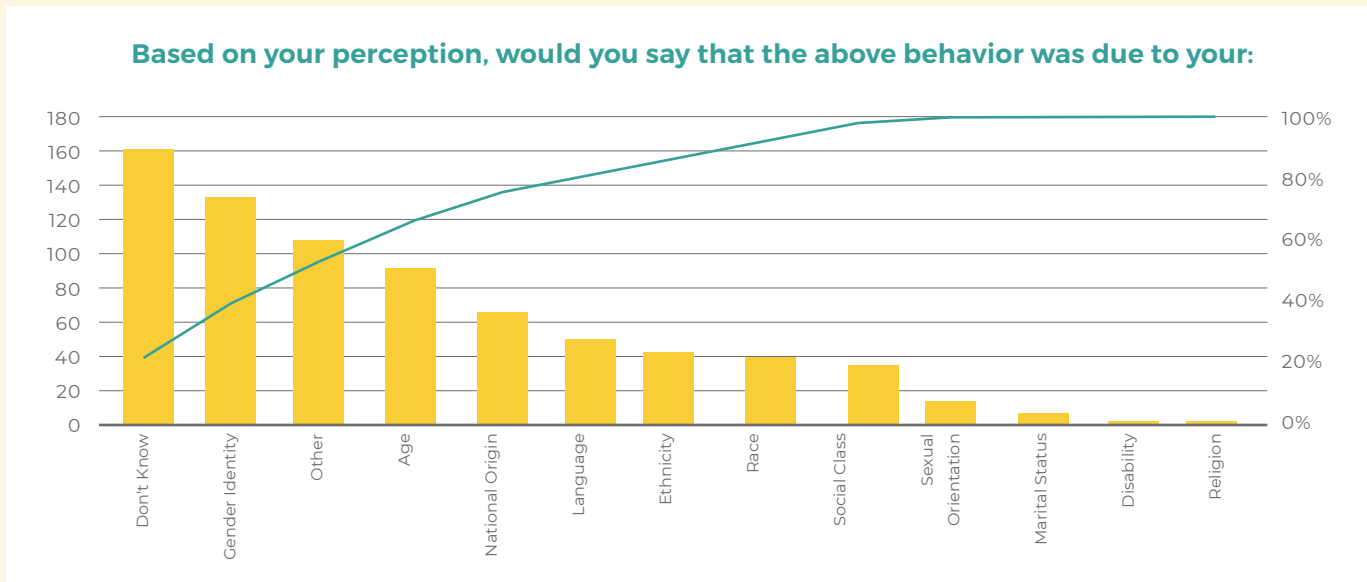
are consequences for professional advancement." These power dynamics can affect members personally and professionally. LASA does not tolerate any type of discrimination, and as a diverse and global association, has an obligation to address issues of discrimination at an institutional and personal level.



Graph 25: Perceived Forms of Discrimination



Graph 26: Perceived Frequency of Particular Forms of Discrimination



Graph 27: Perceived Reasons for Discrimination Behaviors

4. Bullying

The LASA survey asked a number of detailed questions about various forms of bullying including relational bullying, physical bullying, cyberbullying, and bullying based on race and culture. The results from this section of the survey demonstrate a clear presence of bullying among members, most prominently “the silent treatment,” ignoring electronic communications, insulting or criticizing, mocking a person’s accent or language, teasing, and spreading rumors. The following breakdown of reported bullying data demonstrates that this form of violence is fairly common, as each type of bullying on the survey had at least one reported instance among membership (see **Graph 28**).

Relational bullying describes behavior aimed to damage someone’s social relationships or status. This section deals with questions of rumors, criticism, teasing, derogatory names, threats, and insults. The most common reported incident of bullying is members ignoring or giving the silent treatment to others, with 24 percent, or 151 respondents, answering that they have experienced this type of bullying at least once, and 4 percent saying they experienced it often or very often. In total, 90 people (14%) reported being insulted or criticized, 71 respondents (11%) reported being teased negatively, 62 respondents (10%) said rumors had been spread about them, 60 individuals (9%) reported others using hostile body language or angry gestures toward them.

Other instances of relational bullying had lower reported percentages, but still provide concerning data. For example, 26 individuals (4%) reported having been called stupid or derogatory

names, 39 people (6%) said they have been made fun of for their physical features, 22 people (3%) reported being cursed at, 37 people (6%) reported being yelled at, and 12 people (2%) said they had been threatened. What is clear from this relational bullying data is the psychological impact of these threats has stayed with participants and could potentially make LASA a hostile place for people on the receiving end of this bullying.

Physical bullying was the least reported category within bullying, but the gravity of the offenses still underlines their importance in this report. Eleven people (2%) reported that someone bumped into them on purpose, and four people (1%) said they had been hit, kicked, grabbed, shoved, pushed, punched, or physically assaulted. One person said they had objects thrown at them and five people said that someone had taken, hidden, damaged, or knocked down their property. While these incidents are smaller in number than other forms of bullying, such as the silent treatment, the physical impact of these types of threats presents quite a serious problem.

Cyberbullying relates to forms of online or virtual bullying in LASA-specific spaces or between LASA members. The most common reported form of this type of bullying was ignoring communication, with 95 people or 15 percent reporting that someone had ignored electronic communication with them at least once. Similarly, 33 people or 5 percent reported rumors spread about them electronically, and 19 people or 3 percent reported negative comments written about them on electronic platforms.

Finally, bullying based on race and culture describes targeted actions or words specifically because of another's race, religion, language, or culture. These types of bullying are directly contradictory to LASA's mission as a global association with multiracial and multilingual members. Despite this multicultural community, instances of bullying in this category remain significant. Members reported that 85 people, or 13 percent, had been teased about their accent, and 57 people, or 9 percent, had been made fun of for their language. Forty respondents (6%) said they had been made fun of for where they live, and 39 people (6%) had negative comments made about their clothing. Thirty-one respondents (5%) reported racial comments made about them, and 19 people (3%) were teased for their religious beliefs.

It is important to note that while some instances of bullying are more common than others in LASA spaces, respondents reported having experienced every type of bullying on the questionnaire, to varying degrees. Most people reported that they didn't know why this behavior was happening to them, but 88 individuals felt they were targeted for their gender identity, 64 people felt they were targeted for their national origin, 59 people said they were targeted for their age, and 39 said they were targeted for their ethnicity. Others reported they were targeted for their language (42 people), race (37 people), social class (37 people), sexual orientation (16 people), religion (9 people), marital status (7 people), and disability (4 people) (see **Graph 29**). The conclusions from the bullying section of this questionnaire demonstrate underlying

issues of interpersonal violence in person and in cyberspaces. The instances of physical bullying, while related to relational and cyberbully, present a particularly urgent need to address these issues.

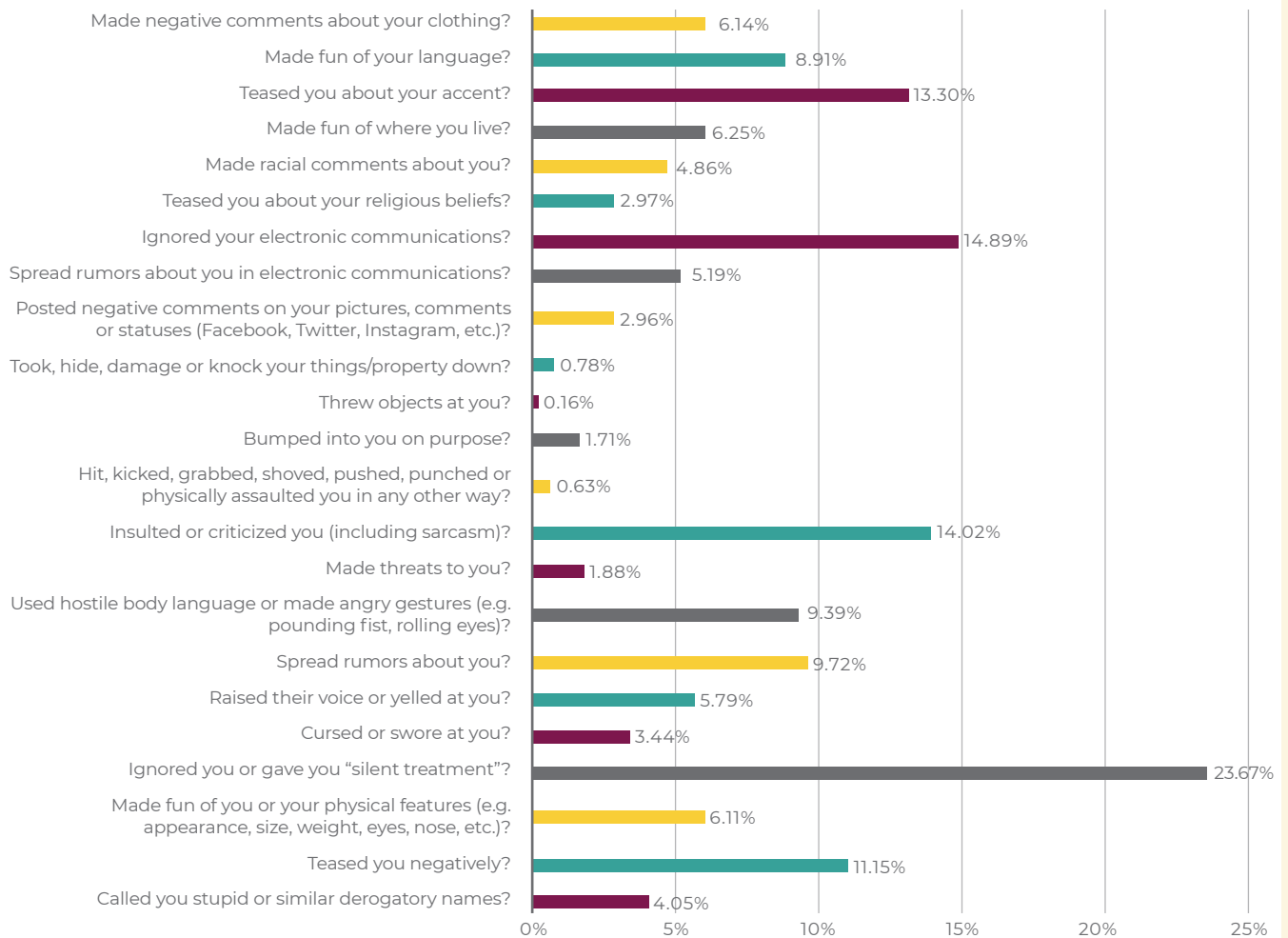
A number of examples from the qualitative responses reflect individual instances of bullying. One member reports, "La principal violencia que sufrí fue por ser latinoamericano. En el congreso de Lima fui tratado despectivamente por no hablar inglés con el personal de registro del congreso. En el congreso de San Francisco asistí a tratamientos violentos del personal de seguridad con asistentxs latinoamericanos." Similarly, another response indicates that bullying based on ethnicity or country of origin happens on multiple levels: "Porque estoy acostumbrada a que me hagan menos por trabajar en México. Entiendo que no es el mejor país para desarrollar investigación. No entiendo que lo hagan patente en las conversaciones LASA."

As in other sections, the qualitative responses regarding bullying are situated within the larger experiences of academics and their own identities and positionalities: "Unfortunately, bullying and discrimination against women is common in our profession, and asking for help has always been taboo." These situations can impact the professional and personal experiences of members at conferences, and especially when they feel uncomfortable reporting, can have long-term consequences: "The bullying and harassment by well-established scholars towards a peer in front of renown scholars in your field has a devastating effect, especially in the case

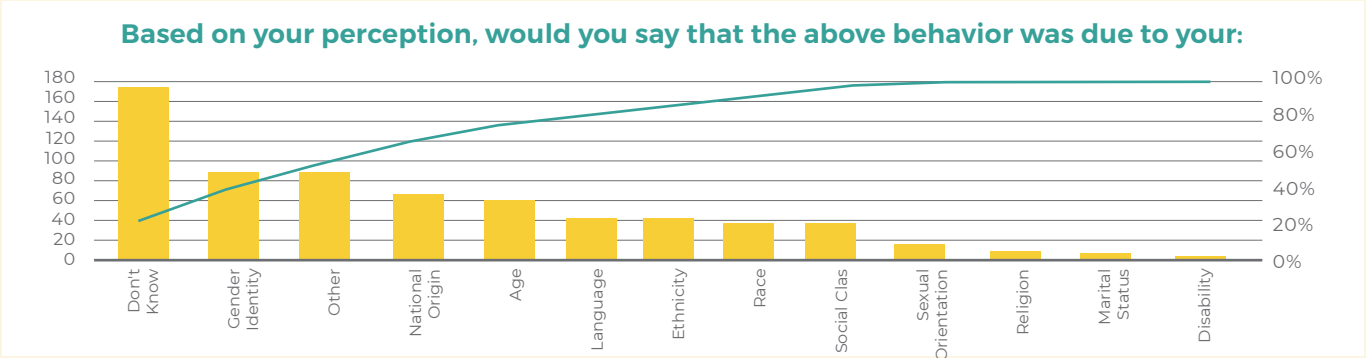
that those important scholars do not know you personally and it is the first time they see you presenting your work. They can write you off for projects, conferences, etc. It is a way to discredit you publicly. I have seen it as a way to take any prestige you have earned with your work away, especially when working in the same field.” Another member lamented, “El último LASA NY se esparcieron rumores sobre mi supuesta incapacidad profesional por parte de un colega

senior y sus amigos (all-male networks). Estas son personas conocidas y reputadas en mi disciplina y fueron rumores muy dañinos a mi reputación.” These experiences are difficult to address at an institutional level, but the personal and professional protection of LASA members at Congresses is of highest importance to LASA, and this priority should be reflected in institutional measures that limit harmful behavior.

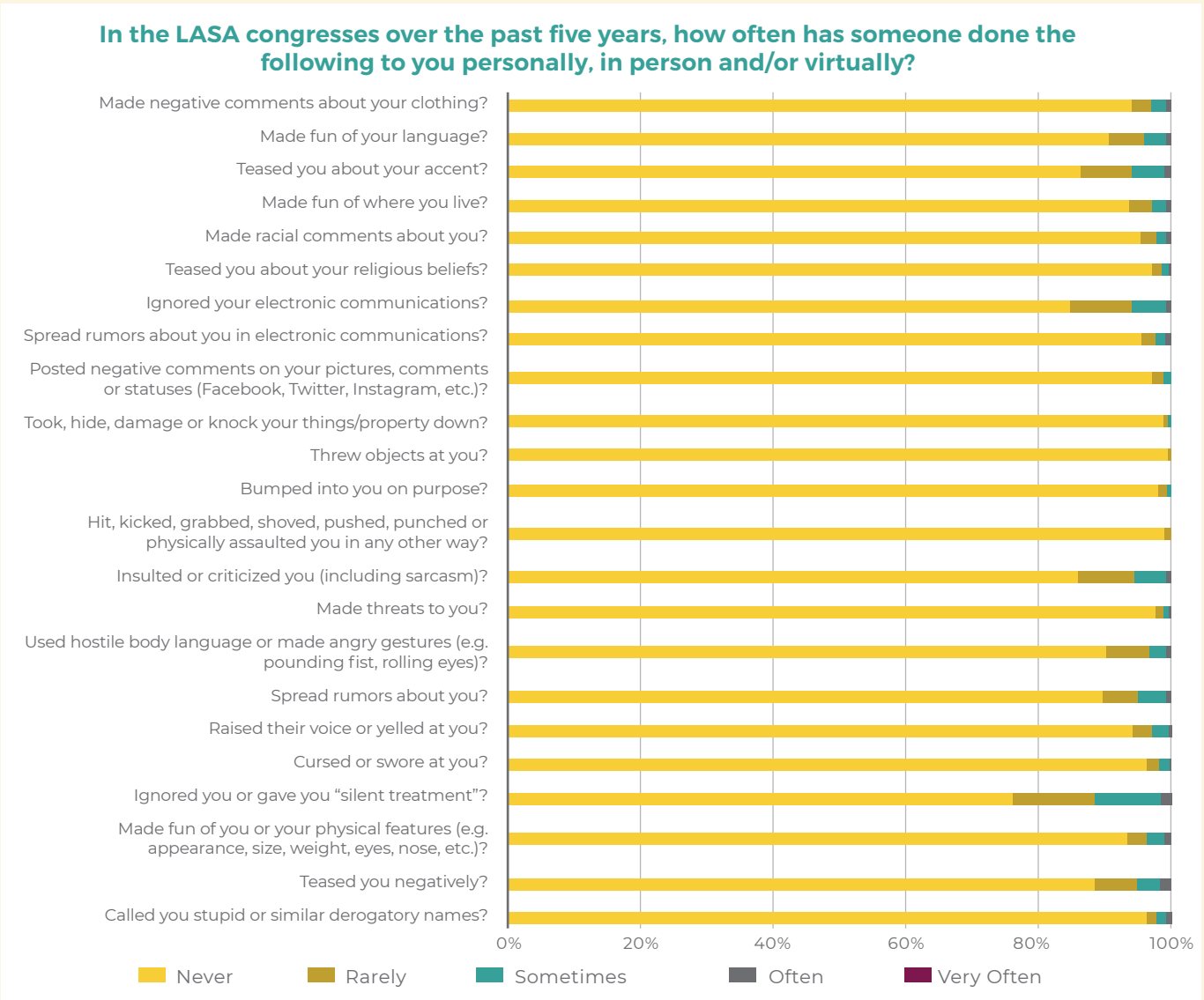
In the LASA congresses over the past five years, how often has someone done the following to you personally, in person and/or virtually?



Graph 28: Perceived Frequency of Bullying Behaviors during LASA Congresses



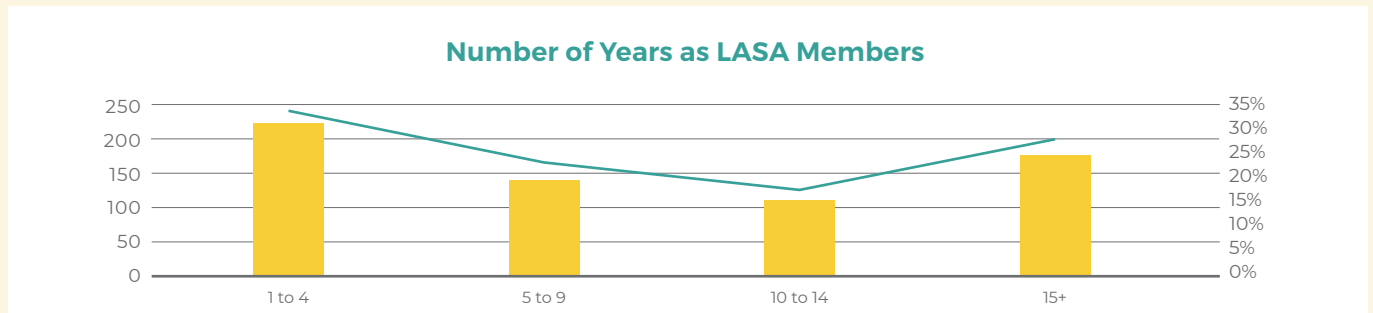
Graph 29: Perceived Reasons for Bullying Behavior



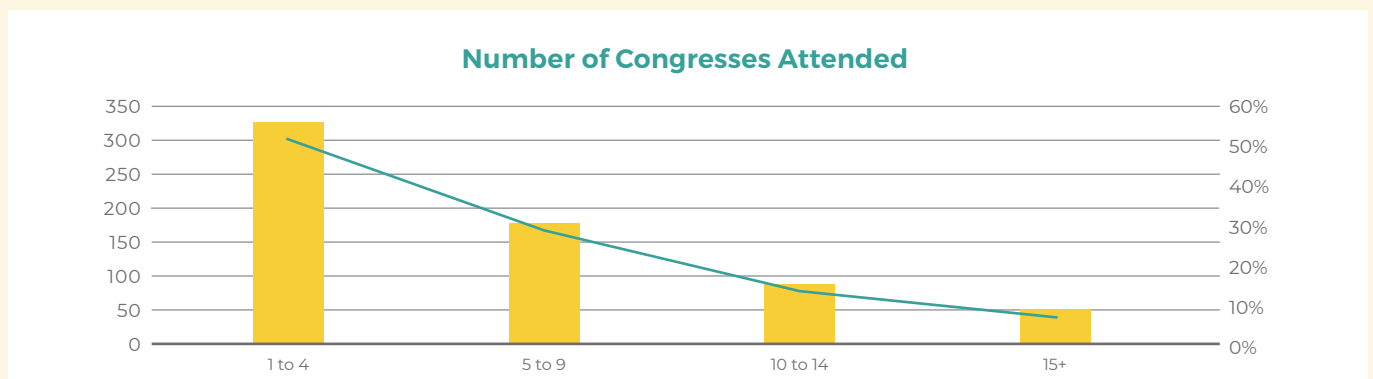
Graph 30: Perceived Frequency of Different Types of Bullying

5. Suggestions for Actions to Take to Improve LASA as an Organization, Events, Processes, and Virtually

Survey respondents collectively have attended a large number of LASA Congresses. Fifty-one respondents have attended 15 or more. While almost half or 332 respondents have attended 1 to 4 congresses, a significant number, 262, have attended 5 to 14. Thus, those who responded have significant experience at a variety of congresses over at least the past 15 years. This is important to consider when we look at the rich set of suggestions respondents made for how to improve the congresses and LASA; education and awareness about harassment, bullying and discrimination; and the policy and procedures LASA has in place. The chart below reflecting how long respondents have been LASA members also suggests a deep pool of experience in the organization with 172 having been members for 15 years or more, 212 having been members for 1–4 years, 147 for 5–9 years, and 108 for 10–14 years. Collectively the respondents have many years of experience as members of LASA, and this is reflected in their insightful suggestions for how to improve the organization.



Graph 31: Respondents by Number of Years as LASA Members



Graph 32: Respondents by Number of Congresses Attended

Many suggestions made by respondents were centered around consistently publicizing and holding members accountable for being aware of the existing anti-harassment policy and procedures. Respondents suggested more detailed and consistent information about what specific behaviors

constitute harassment, bullying, and discrimination. They urged LASA to publicize the existing policy and stated that definitions of harassment, bullying, discrimination, and violence need to be ever-present in calls for papers, the program, physical signage at the congress, and part of social media posts during, before, and after the congress. Acceptance notices for papers and panels should also contain this information. In other words, messaging about the policy and procedures needs to be a part of all forms of communication linked to the organization, congress, sections, and their activities. Information should be available in Spanish, Portuguese, and English. Before every LASA event, panel, roundtable, etc., a statement could be read about LASA's anti-harassment policy and commitment to preventing harassment, bullying, discrimination, and violence. The following specific suggestions were made by multiple respondents.

(50 respondents) Provide clear, consistent communication (in English and Spanish) regarding the policy and behavioral expectations, in combination with clear penalties for violating policies (such as banning from conferences, expulsion from LASA, etc.). Make it into a campaign.

(26 respondents) Educate LASA members on the prevailing norms and, above all, raise awareness on the issue in a transversal and intercultural way and disseminate information. Monitor events to avoid painful situations.

(8 respondents) Organize panels, round tables, and conversatorios on current inequality and other themes that reflect LASA diversity.

(6 respondents) Post statements (like posters or in the program) prominently when people are submitting proposals and registering for the Congress. Also, have signs in English, Spanish, and Portuguese identifying the policy against harassment, discrimination, bullying, and violence.

(5 respondents) Have a contract/pledge for people to sign when attending that acknowledges reading a detailed list of the kinds of unacceptable behavior and engagement and requirement to 1) not do it oneself and 2) challenge and then report events witnessed by the person signing the pledge. Publish a clear statement for people to use if they feel that any of their engagements have involved harassment, bullying, discrimination, and violence, and then have clear designations of places to report such events. Establish a clear process for review of these reports and processes of restorative justice.

(4 respondents) Educate the membership to call out individuals when harassment, discrimination, bullying, and violence happens in their presence. Inform members of safe spaces where individuals can report and seek support.

(4 respondents) Include information prominently in all calls and programs, including a link to which one can communicate to report cases of discrimination or harassment.

(4 respondents) These things (harassment, bullying, discrimination, violence) could be addressed with an online training, a statement made before EACH panel presentation to raise awareness, having a clear procedure and a physical place to go during the conference to report incidents and find support.

(3 respondents) To avoid discrimination, include and think about people who speak a language other than English—specifically on the platforms for registration and the entire process to participate in the LASA Congress.

(3 respondents) Repeat the survey every year so that members know that the organization is attentive. Incorporate a section on the website dedicated to the fight against any type of discrimination, harassment, intimidation, and violence, which includes a declaration of principles, as well as a space to report any manifestation of this type.

(3 respondents) Publish survey results. LASA could more actively disseminate its permanent policy against harassment,

discrimination, intimidation, and violence, as well as inform each congress in advance of the resources and protocols that the organization makes available to participants in the event that they are harassed, discriminated against, intimidated, or attacked.

(3 respondents) Provide spaces for complaints. Keep those who might file complaints informed about the development of the complaint.

(2 respondents) Send email and social media reminders prior to and during each LASA conference about ways to report acts of harassment, discrimination, bullying, or other forms of violence. LASA could also do a better job at indicating what the steps are that the organization will take to investigate each report and what are the possible consequences for offenders.

Respondents suggested that at physical or virtual meetings, activities of sections, and congresses, that there be clear information about how to report violations of policy. This reporting route needs to be clear, accessible, and have some kind of rapid acknowledgement built in. While LASA does have a trained ombudsperson, who is present and on-call at congresses, several people suggested that information about how to reach this person needs to be very clear, and that LASA consider making accompaniment available to those who have experienced harassment.

Others suggested a team of people be available to receive complaints.

While LASA permanent staff and the executive committee receive anti-harassment training, student volunteers, local security officers and other logistics support workers hired locally do not. Numerous people suggested that these types of temporary employees have been the source of egregious behavior and forms of discrimination and disrespect. Respondents suggested that all employees of the congress receive anti-harassment training and be made aware of LASA's anti-harassment policy and procedures. Several people highlighted the importance of more education for all people employed by LASA, permanent and temporary, and the membership.

A number of comments focused on a low level of awareness in the organization and in congresses and events about disabilities. Several comments were made about lack of knowledge about disabilities linked to discrimination. The organization as a whole needs more education about disabilities and how to prevent discrimination in relation to disabilities, according to some respondents.

Another series of excellent recommendations were made about how to foster a positive culture of inclusion and respect and to foster relationships of inclusion, mentorship, and solidarity. Both in the section on suggestions and throughout the survey, respondents repeatedly document how junior scholars, women, and graduate students—particularly of color—have often felt that their scholarship is dismissed or not taken seriously.

Conduct professionalization panels and workshops on as well as develop best practices of how to serve as a discussant, how to present a paper, how to pitch a book proposal, how to serve on a job search committee, and other tasks of academia.

Others mention examples of class discrimination. Lack of respect and dismissive behavior by members of LASA who hold higher academic ranks such as tenured and full professors is mentioned in various sections of the survey, but also in the questions asking for suggestions.

Please also consider academic status or rank when conducting surveys such as this one. In my experience, that's when things got complicated. Often there isn't much support for early career faculty and graduate students and the fact that some individuals use their rank against others in a variety of ways is very frustrating and discriminatory. Please foster a more inclusive environment, it is much needed. I have also observed that there are other forms of bias and misuse of privilege as many individuals from North America and the white population consistently undermine and undervalue scholars from the global south and those that are minorities. It's ironic that we spend so much time talking about diversity and inclusion and then when it comes to walk the walk, not just talk the talk, it's such a big discrepancy.

This is an interesting finding as it holds across many differences. It suggests that hierarchical academic culture found in many countries permeates LASA and is reproduced inside of the congress and other events.

To shift this kind of behavior, many recommendations were made for how to change the culture of LASA to be inclusive. Some respondents suggested that LASA continue to sponsor panels, roundtables, and other kinds of events that not only highlight LASA policies but which present information on harassment, bullying, discrimination, and violence as well as ways to build positive interactions to prevent it. One person suggested that we include panels on teaching on these topics and ways that academic and other institutions are building relationships of equity and solidarity.

A number of comments focused on the role of alcohol at receptions and parties as a factor in encouraging abusive behavior. Several people suggested that LASA create alternatives to receptions with alcohol both to encourage better behavior and to support those who are committed to sobriety. The Gran Baile is a place where alcohol is served, and many people drink. It was suggested that signage be posted at the baile, whether in person or virtual, to remind people of LASA's anti-harassment policy and procedures. Another suggestion for improving the culture of the Gran Baile was to make it more LGBTQ friendly with positive and proactive programming.

Numerous suggestions for creating a positive culture of inclusion were to more explicitly center the research of younger scholars and grad students, members of color, and particularly Black and Indigenous members, including more active financial support for these groups. While LASA has two sections devoted to the research and inclusion of Black and Indigenous members

and of their organizations through ERIP and Otros Saberes, having support for Black and Indigenous scholars, practitioners, and public intellectuals in the other sections and areas of the organization were suggested by respondents to be an important step to building a more inclusive culture of solidarity across the board.

Listen to, support, and protect graduate students, independent researchers, and contingent faculty. In the last five years, I have attended LASA as a tenure-track or tenured professor. My answers to the questions in this survey would have been very different if I had included the experiences I had or witnessed as a graduate student.

Include and place greater emphasis on supporting doctoral students who are Latin American immigrants in the American academy to eradicate all types of harassment and violence.

Those of us seen as "others" know what we are exposed to in LASA, that our research themes are viewed as lesser and are being folklorized by the "experts." We need more representation in decision-making positions at LASA. As a Quechua Indian at LASA I feel like an object of study. The great challenge is that in LASA, we all wear our mask of world saviors and are very politically correct. But no one is willing to abandon their privileged situation. When subtle discrimination situations occur, it is difficult even for those who experience it to be able to call it out and have it recognized.

There were significant comments and suggestions about how to improve

mechanisms for reporting harassment, bullying, discrimination, and violence and how to hold members accountable.

(19 respondents) *Expel harassers.*

(6 respondents) *Have an anonymous way to report (violations of the LASA policy) and get due process without repercussions or anyone getting even.*

(3 respondents) *Enforce the policy.*

In different ways, comments focused on the importance of creating efficient ways of reporting and guaranteeing a timely, if not rapid response. Two detailed comments follow that express these sentiments and their complexities.

There should be accountability at both personal and institutional level. LASA needs to train its members, take a serious stand about human rights by encouraging confidential reporting, investigating complaints, and imposing consequences for those who choose to violate policies. Most importantly, it needs to center Latin America and its peoples, making research and leadership opportunities available to us.

Publicizing the policy and creating a mechanism by which individuals can report any of the above in real time. Off the top of my head: In the LASA program we have a

large notice that a trained LASA staffer will be available from 8am to 8pm each day of the conference to receive complaints; develop a form that can be completed by the individual making the complaint; have the Executive Council create a small committee to review complaints within 24 hours—faster if it's serious, such as sexual assault; and develop a mechanism for referring the complaint to appropriate authorities. I realize this is complicated and that due process MUST be observed, but rapid response it key.

Numerous comments suggested the ways in which the larger academic culture within which many LASA members work and study is blind to issues of sexual harassment, discrimination, bullying, and violence. Multiple respondents in different parts of the comments section suggested that academic rank and the prestige of a few well-known LASA members, “sacred cows,” protected them from accusations of sexual harassment where they might be merited. While LASA cannot investigate actions that take place outside of LASA activities, the policy does state the following under the additional information section:

Unacceptable Behavior Outside LASA-Sponsored Activities

In some cases, unacceptable behavior by a member of LASA takes place outside of Association-sponsored activities, leading to criminal and civil sanctions, finally adjudicated findings of misconduct by employers, courts, and other entities such as a municipal government and its agencies, a state government and its agencies, the federal government and its

agencies (EEOC, etc.). These external decisions can be the basis for the LASA Executive Council to permanently exclude a member from LASA. In such cases, this decision will be taken by a vote of the LASA Executive Council (two-thirds majority).

Finally, there were some dissenting comments suggesting that the policy was not needed, that LASA needs to make a clear distinction between being offended and not respected versus being harassed. One person suggested that safeguards be put into place to prevent people from using the policy to accuse one another. One worried that the distinction between being offended, not respected, versus harassment would not be understood. One person suggested that “this is not a necessary initiative. We are all adults and we can all definitely stand on our own. Further policing of interpersonal relationships is

making academia ever more Orwellian.” Overall, however, comments about the survey, policy, and efforts of LASA to confront and eliminate discrimination, sexual harassment, bullying, and any forms of violence were generally positive, with 54 people expressing thanks for the survey, for the current policies and practices, and with many suggestions for how to further improve those and the organization, the congresses, and other work that LASA does. The 23 single-spaced pages of comments people made on the survey are collated into an appendix document of about 12,300 words—more than the length of a standard article. The care and time that the 630 survey respondents took to write out very specific comments indicates the level of engagement with the issues of the survey. We want to share all of the comments respondents took the time to write with all LASA members. We are grateful for this widespread participation in the survey.

V. RECOMMENDATIONS

1. LASA needs to have an active educational campaign on how to identify and eliminate discrimination, bullying, general harassment, and sexual harassment as well as to educate the membership on LASA's existing policies and procedures, which make clear a zero-tolerance policy. This must be implemented in all parts of the organization, from membership to leadership, and at all events. This educational campaign should be recurring.
 - a. All track chairs, section chairs, prize committees, and other committees (not just executive committee) need to be regularly educated on the anti-harassment policy and procedures.
 - b. Train temporary staff including local students and security personnel on LASA anti-harassment policy and procedures.
 - c. Everyone who registers for congresses should be required to scroll through and acknowledge that they have read the anti-harassment policy and procedures for every congress and other meetings from sections that require registration, and sign that they will follow them.
 - d. Use emails and social media before and during conferences to inform people about how to report incidents of bullying, sexual and general harassment, discrimination, and sexual violence. Also remind people throughout the congresses and other events about the anti-harassment policies and procedures.
 - e. At physical congresses put signs in all rooms reminding people of the anti-harassment policy and procedures and have a statement read at the beginning of all congress events reminding people. Something like "LASA has a zero-tolerance policy for bullying, general harassment, sexual harassment, and discrimination. Policies and procedures for addressing any occurrence can be found at ... and you can report incidents at..."
 - f. Publicize and make clear channels for reporting violations of LASA harassment policy, including an electronic portal for reporting.

2. LASA needs to actively promote a culture of inclusiveness and respect at all levels including individual interactions, all spaces of the congress and LASA Sections and their activities, both in face-to-face and virtual venues.
 - a. Organize panels, roundtables, presidential panels, discussions that highlight the diversity of LASA and focus on positive models for combatting bullying, discrimination, harassment, and sexual assault.
 - b. Encourage panels on teaching that allow members to share strategies for educating about discrimination, general and sexual harassment, and bullying.
 - c. Regularly publish statistics on LASA demographics and adjust categories to reflect ongoing changes in different demographic and identity categories.

- d. Conduct an inventory on different aspects of diversity among elected LASA leadership roles and in leadership, in sections, and prize committees (to see who holds power). Ask all committee chairs to file a short report on who was on their committee according to demographics included in this report. Keep regular statistics to ensure inclusiveness.
 - e. Create a proactive campaign to educate and inform members about positive ways to engage with scholars of color, queer scholars, disability scholars, etc.
3. Make a standing Anti-Harassment Committee, appointed by the EC, a permanent part of the LASA governance structure (like the Human Rights and Academic Freedom Committee).
4. Repeat this or a similar survey in five years to compare results in terms of members experiences of bullying, general and sexual harassment, and discrimination.

APPENDIX 1: Policy

LASA Anti-Harassment Policy

The following Anti-Harassment Policy outlines expectations for all members of the Latin American Studies Association (LASA), including those who serve in elected or appointed positions. It reminds all members, and especially those serving in key roles in the Association, that all professional academic ethics and norms apply as standards of behavior and interaction in the course of LASA-related activities.

1. Purpose

LASA is committed to providing a safe and welcoming environment for all members and staff, free from harassment, bullying, discrimination, and violence based on age, race, ethnicity, national origin, religion, language, sexual orientation, gender identity or gender expression, disability, health conditions, socioeconomic status, marital status, domestic status, or parental status (hereafter, simply harassment). LASA recognizes that there is a distinction between victimization through harassment and legitimate, justifiable, and appropriate constructive criticism. Nothing in this document shall be construed as a limitation on the ability of LASA members to evaluate and critique the merit of one another's work.

2. Expected Behavior

All members of LASA, especially those in leadership roles as described above, are expected to abide by this Anti-Harassment Policy in all meeting venues, including ancillary events as well as official and unofficial social gatherings, and in the course of LASA activities outside of congresses and section events, as well as EC and other meetings.

LASA members are expected to follow the norms of professional respect that are necessary to promote the conditions for free academic

interchange. If you witness conduct directed towards a congress or meeting participant, be proactive in helping to stop that conduct or limit its effect. LASA members are expected to alert conference security personnel or law enforcement if they see a situation in which someone might be in physical danger.

3. Unacceptable Behavior

Harassment consists of a single intense and severe act, or multiple persistent or pervasive acts, which are demeaning, abusive, offensive, or create a hostile professional or workplace environment. Harassment may include unwelcome sexual solicitation or physical advance which involves a expressed or implied reward for compliance or threat of reprisal for refusing to comply, or verbal or non-verbal conduct that is sexual in nature, thereby creating what reasonably may be perceived as a hostile or intimidating environment; it may also include threatening, intimidating, or hostile acts; circulation of written or graphic material that denigrates or shows hostility toward an individual or group; epithets, slurs, or negative stereotyping based on group identity.; The purposeful exclusion of a person who is a member of a decision-making committee such as but not limited to executive council, section, nominations committee, award committee, etc. through

misinformation, isolation, and lack of communication about matters in which that person should be included based on their official or designated role may also constitute harassment.

4. Addressing Grievances

Complaints about unacceptable behavior at the LASA Congress or any other EC activity should follow the “Procedures for Violations of LASA’s Anti-Harassment Policy.” Affected members can contact any of the following LASA officials:

LASA Ombudsperson

A team of two LASA Ombudspersons will be recruited among qualified members of LASA. One of the Ombudspersons will identify as a woman, the other as a man. One will be based in Latin America, the other from any of the other regions in which LASA has members. Once the Ombudspersons are recruited, their appointments will be subject to approval by two-thirds of the Executive Council. The ombudspersons are available for confidential consultation about concerns related to harassment in violation of this policy, but play no role in addressing of alleged violations of LASA’s Anti-Harassment Policy.

Policy Advisor

A trained staff member who can provide detailed information about the options for pursuing a formal harassment complaint. See “Procedures for Violations of LASA’s Anti-Harassment Policy”.

Procedures for Addressing Alleged Violations of LASA's Anti-Harassment Policy[1]

LASA's procedures for addressing alleged violations of the anti-harassment policy apply to all LASA members and other attendees at the LASA international congresses for the duration of the meeting. Any attendee of the LASA International Congress may pursue a complaint of harassment regarding an incident that has occurred within the last two years. LASA has two options through which you can obtain information or pursue a formal complaint of harassment.

1. Pursuit of Information: Ombuds

What is an Ombuds: The Ombuds is available for confidential consultation and advising about reporting harassment.

What is not an Ombuds: The Ombuds plays no role in LASA's harassment procedures but can provide invaluable guidance, explain LASA's options for reporting harassment, and outline the avenues for pursuing such a complaint. The Ombuds cannot provide legal advice but can offer support and guidance.

Note: It is strongly recommended to first consult with the Ombuds for clarification about the entire range of options. This consultation is confidential and the details of such a conversation will not be reported to any administrator, office, or committee of LASA, except as required by law. At all times, the role of the Ombuds is entirely independent of any harassment complaint you may decide to pursue.

2. Pursuit of Formal Complaint: Policy Advisor

If you want to report a violation of the Policy, please contact the Policy Advisor. The Policy Advisor is a trained staff member who can provide detailed information about the options for pursuing a formal harassment complaint, and initiate the procedures within LASA.

a. Options for pursuing a formal complaint of harassment through LASA

LASA has three options through which a report of harassment can be addressed. These can be taken as alternative routes to pursue a complaint, or as options that can be pursued in sequence.

Option 1: Notice of Concern

A complainant who does not want to pursue Mediation or Investigation as described below may report a concern that a person engaged in conduct that violated Anti-Harassment Policy. If the Policy Advisor agrees that the conduct alleged would, if true, be a violation of the Policy, the Policy Advisor will share that concern with the person who allegedly engaged in the conduct, who may submit a response. Typically, the information shared will not identify

the complainant, but rather will describe the behavior alleged to have occurred. The Policy Advisor will inform Anti-Harassment Sub-Committee of the EC, and LASA will keep a record of the event. The Anti-Harassment Sub-Committee reserves the right to move forward with an Investigation where the circumstances lead the Sub-Committee to conclude that it would be in the best interest of LASA to do so.

Option 2: Mediation Process

You may pursue mediation. The Policy Advisor, together with a member of the EC's Anti-Harassment Sub-Committee, will examine the case and search for a solution agreeable to both parties. The identity of the complainant may be disclosed.

Mediation Procedures

1. A formal complaint and request for mediation is filed with the Policy Advisor
2. The Policy Advisor, together with a member of the EC's Anti-Harassment Sub-Committee will contact both parties to facilitate a suitable solution that will bring satisfaction to the complainant.

Option 3: Investigation Process and determination of findings

You may pursue a formal investigation. The Anti-Harassment Sub-Committee of the EC (with the approval of the EC) will apply sanctions, when appropriate, based on the investigation. The identity of the complainant may be disclosed.

Investigation Procedures^[2]

1. A formal complaint and request for investigation is filed with the Policy Advisor
2. All fact-finding will be conducted by the Policy Advisor and the EC's Anti-Harassment Sub-Committee.
 - a. The complainant will be asked to provide a written statement which should include as much identifying information as possible, the approximate time/date of the behavior, the location and circumstances surrounding the incident, and any other people that may have been involved in or witnessed the incident.
 - b. The Policy Advisor shall inform the individual whose conduct is in question. A written statement of the complaint shall be made available to both parties.
 - c. The individual whose conduct is in question will also be asked to provide a written statement providing their account of the activities in the complaint.
 - d. The Policy Advisor and the EC's Anti-Harassment Sub-Committee may ask to meet with either complainant or the individual in question, solicit evidence and statement from identified witnesses, or consult with others with direct knowledge of the event in question.

3. The Policy Advisor will prepare a report summarizing the investigation for the anti-harassment sub-committee of the EC.
4. The anti-harassment sub-committee of the EC will decide on the case and either dismiss the complaint or issue a sanction. All determinations to issue sanctions by the sub-committee must be unanimous. When the sub-committee has reached its determination and before the parties have been notified, the President of LASA, a designated Staff member and the Chair of the Sub-committee shall meet to consider what steps can be taken, given the particulars of the case, to protect the complainant from retaliatory action by those named in the complaint. A written summary of the decision and/or recommended action will be provided to all parties upon completion of the process.

b. Scope of potential outcomes

The anti-harassment sub-committee will determine the sanction(s) based on the severity of the violation, and submit the determination to the President of LASA, as indicated in point (4) above. The following sanctions may be applied individually or in combination, with the length of time to be determined by the sub-committee as part of the sanction itself.

- a. Warning the harasser to cease their behavior (written letter)
- b. Suspension of the harasser from the ongoing LASA Congress as well as any ongoing LASA responsibilities and appointments
- c. Barring the harasser from assuming any future governance positions within LASA
- d. Barring the harasser from future LASA Congresses
- e. Revoking the harasser's LASA membership (in consultation with the EC)

c. Notification of parties

Negative/Inconclusive Finding: In the event that the sub-committee finding is inconclusive or negative, or if the subcommittee's vote is not unanimous in its determination that policy has been violated, the Chair of the sub-committee will convey this to the President of LASA and designated staff who will inform both parties in writing.

Finding of Harassment: In the event that the sub-committee finds that harassment has occurred (and has determined the appropriate sanctions), the Chair of the sub-committee will convey the finding and the sanctions in writing in the form of a recommendation to be approved by the President of LASA and designated Staff member who will inform both parties of the findings and sanctions in writing.

d. Appeal

Should either party wish to appeal a decision within 30 days after a decision is made, they may make an appeal to the Ways and Means Committee consisting of the LASA President, Vice-President, Immediate Past President, Treasurer and Executive Director. Grounds for appeal include a claim of procedural error, substantive new evidence, evidence of the use of impermissible criteria, or evidence of bias in the treatment of the fact-finding and decision process. The Ways and Means Committee will rule on the case and a final unappealable decision will be issued at this time.

Additional Information

1. Harassment procedures, scope, eligibility and deadline

Scope: These procedures apply to all LASA members and attendees at the LASA international Congress and related LASA meetings and events, for the duration of the event.

Eligibility: Must be an attendee at the Lasas International Congress and LASA related meetings and events.

Deadline: Any attendee of the LASA international Congress or related LASA meetings and events may pursue a complaint of harassment regarding an incident that has occurred within the last two years. LASA reserves the right to postpone consideration of a complaint if the conduct at issue is currently under the investigation in another forum, such as EEOC, civil litigation or an internal investigation at an academic institution.

2. Constitution of the EC anti-harassment sub-committee

A permanent sub-committee (3-5 members) of the Executive Council shall be appointed by current Vice-President in conjunction with the Executive Council. Members will be trained in the LASA anti-harassment policy. Members of the EC sub-committee are fully insured against all legal liability under the LASA Directors and Officers insurance. The committee's work will be accompanied by a staff member with extensive training who will provide institutional memory, continuity, and expertise.

3. Retaliation

As a general principle, LASA will make every effort to protect complainants from retaliation.

4. Confidentiality

At all stages, LASA will maintain confidentiality to the extent possible.

5. Conflict of Interest

If any member of the EC Anti-Harassment sub-committee identifies a conflict of interest, defined as current or past intimate relationship or family relation; current or past shared university affiliation, current or past relationship of co-authorship or collaboration, or prior Ph.D. supervision of either the complainant or individual whose conduct is in question, the person will be replaced by another member of the EC or another staff member who has completed full training on harassment.

6. Unacceptable Behavior Outside of LASA-Sponsored Activities

In some cases, unacceptable behavior by a member of LASA takes place outside of Association-sponsored activities, leading to criminal sanctions, finally adjudicated findings of misconduct by employers, courts, and other entities such as a municipal government and its agencies, a state government and its agencies, the federal government and its agencies (EEOC etc.). These external decisions can be the basis for the LASA Executive Council to exclude a member from a LASA leadership position. In such cases, this decision will be taken by a vote of the LASA Executive Council (two-thirds majority) based on the fact-finding and investigation of the previously mentioned team of LASA (executive director and the two ombudspersons) mentioned in the previous item.

7. On-Site Procedures for LASA Officials and Staff

LASA officials or staff who become aware of any form of harassment during the course of the Congress should proceed as follows:

1. If harassment is observed or reported to any LASA staff member, council member, congress participant, or venue employee, and there is a question of immediate physical danger, steps should be taken to ensure immediate safety of all attendees and staff.
2. Any staff member other than the Policy Advisor (or the ombuds) who receives information about harassment must immediately refer it to the designated Policy Advisor on site. The Policy Advisor will approach the individual identified as harassed to discuss resources and options for pursuing a complaint (Options 1-3 above).
3. In the case of egregious behavior, the President and Executive Council may sanction a member.
4. Regardless of the action taken, a report must be filed with the Policy Advisor and kept at the LASA's Secretariat for aggregate reporting purposes.

8. EC ability to institute complaints

The EC can institute a complaint on its own when the circumstances indicate that it is appropriate to do so. For example, if someone behaves badly at an event and multiple people witness it, the organization's interest in addressing the behavior may be greater than any one individual.

APPENDIX 1: Ombudsperson and Anti-Harassment Policy Advisor

	Ombudsperson	Policy Advisor	Anti-Harassment Sub-Committee of the EC
Job Description	The Ombuds is available for confidential consultation about a wide range of concerns related to LASA’s anti-harassment policy.	The Policy Advisor can provide detailed information about the options for pursuing a formal harassment complaint, and initiate the procedures within LASA.	The Anti-Harassment Sub-Committee of the EC works directly with the LASA Anti-Harassment Policy Advisor and legal counsel when a formal harassment complaint has been filed.
Location	The Ombuds will work from their respective countries of residency. At the same time, they will be available at LASA Congresses during registration hours from 9:00 am to 7:00 pm.	The Policy Advisor will be a trained Staff member at the LASA Secretariat and will be available at LASA Congresses during registration hours.	The Anti-Harassment Sub-Committee of the EC will be appointed by the Executive Council amongst its current members and will serve for two years.
Responsibilities	Limited to confidential consultation and guidance on what constitute harassment, explain LASA’s option for reporting harassment and outline venues for pursuing such complaint. The Ombuds plays no role in LASA’s harassment procedures.	The Policy Advisor will provide detailed information about the options for pursuing a formal harassment complaint, and initiate the procedures within LASA to formally register a complaint. The Anti-Harassment Policy Advisor will work closely with the Anti-Harassment Sub-Committee of the EC and legal counsel. The Anti-Harassment Policy Advisor will prepare formal reports for the Anti-Harassment Sub-Committee of the EC and EC and attend meetings remotely or in-person as necessary.	The Anti-Harassment Sub-Committee of the EC, in conjunction with the Anti-Harassment Policy Advisor is in charge of case evaluation and recommendation for sanctions.

	Ombudsperson	Policy Advisor	Anti-Harassment Sub-Committee of the EC
Role Pre-Requisites	<p>Past or current LASA Role.</p> <p>Experience in conflict resolution (academic and administrative).</p> <p>Experience with violence, discrimination, moral, labor and/or sexual harassment in academic/educational institutions.</p> <p>Able to attend LASA Congresses.</p> <p>Experience working with teams.</p> <p>Knowledge of English and Spanish or English and Portuguese.</p>	<p>Formal training on harassment.</p>	<p>Current Executive Council Member.</p> <p>Cannot be a member of the Ways and Means Committee, due to role in appeals process. Formal training on LASA's anti-harassment policy.</p>
Service Period	<p>2-years with option to renew for a second term.</p>	<p>Role may rotate annually or bi-annually within the LASA Secretariat.</p>	<p>Two-year's service.</p>
Reporting	<p>Collect anonymous information about cases. An online form will be available to complete about each case as soon as the meeting is over. Anti-harassment committee will compile information.</p>	<p>Informs the Anti-Harassment Committee of: (1) Any new cases; (2) Advisories issued; (3) Conclusion of a mediation; (4) Findings of an investigation, prior to the Committee's decision.</p>	<p>Reports:</p> <p>(1) The decision following an investigation to the President of LASA.</p> <p>(2) Results of each closed case (whether advisory, mediation, or investigation) to the Ways and Means Committee.</p> <p>(3) Annual report to the EC, summarizing (anonymous) cases and aggregate information provided by the Ombuds.</p>

[1] Prepared by Vivian Martínez, Anibal Pérez-Liñán and Milagros Pereyra.

[2] The EC reserves the right to engage an outside investigator to conduct an investigation when it concludes it is in the interest of LASA to do so. If an outside investigator is engaged, the investigator will have the same authority as the Policy Advisor and the EC's Anti-Harassment Sub-Committee".

APPENDIX 2: Qualitative Responses Organized by Subject

Comments/Suggestions:

Structure of LASA events both in person and virtually

(7) Organize panels, round tables and conversatorios on current inequality issues with panels that reflect LASA diversity.

(5) Post statements (like posters or in the program) prominently when people are submitting proposals and registering for the Congress. Also, have signs in English, Spanish and Portuguese identifying the policy against harassment, discrimination, bullying and violence.

(4) Crear mecanismos más transparentes y democráticos en la selección y aceptación de ponencias, los criterios de organización del programa de los congresos y la organización y el funcionamiento de las secciones, mesas, paneles, y papers.

(3) Incluir la información prominentemente en todos las convocatorias y programas, incluyendo un link al que uno se puede comunicar para reportar casos de discrimen o acoso.

(3) These things could be addressed with an online training, a statement made before EACH panel presentation to raise awareness, having a clear procedure and a physical place to go during the conference to report incidents and find support.

(2) Para evitar discriminación se debe incluir y pensar en las personas que hablan otro idioma diferente al ingles. En específico en las plataformas para realizar la inscripción y todo el proceso para participar en el congreso de LASA.

(2) Send email and social media reminders prior to and during each LASA conference about ways to report acts of harassment, discrimination,

bullying, or other forms of violence. LASA could also do a better job at indicating what are the steps that the organization will take to investigate each report and what are the possible consequences for offenders.

(1) Enforce rules during the process of selecting and approving conference presentations.

(1) Make LASA Congress attendees read and sign a document acknowledging LASA's norms and pledging to uphold them when they register for the congress.

(1) Promote diversity within LASA. Provide meaningful forums and resources for membership on these topics. Make the process of identifying problems transparent and readily accessible.

(1) Establecer convenios para que las universidades ligadas a LASA capaciten a docentes e investigadores en perspectiva de género.

(1) Make sure the IT staff you hire are balanced in terms of gender, so plenty of female IT staff managing the online systems. Start a focus group that researches and reports on online harassment of academics. Again, this group would need to be balanced in terms of gender and ethnicities. Try to allocate female facilitators for feminist panels online. Run the online conference panels like other meetings so that participants can see each other and communicate with each other. This means their questions are more likely to be heard and if some are denied functionalities that other participants have, they can discuss this amongst themselves, thus empowering participants. It would also help with networking.

(1) Standardize sections and have oversight of the functioning so that people don't remotely control it/ sabotage the functioning and work of changing committees.

(1) Promover más espacios de integración. Evitar la dispersión en tantas salas con poca gente donde terminas exponiendo casi sin asistentes, y favoreciendo el encuentro, intercambio y participación más nutrido. El presentar tu trabajo sin audiencia, es otra forma de hacerte sentir no visto, o que no le importas al otro.

(1) Giving opportunities to newly graduated members so that they can also present their research work.

(1) Have an active team at the conferences that can be reach out if someone suffers any harassment, discrimination, bullying, and violence. Have an online access for reporting this during all year long. And finally have penalties for members who are the authors of those acts.

(1) Reforzar la paridad en la producción académica y en las autoridades, la igualdad de oportunidades y el acceso a LASA creando diversas categorías económicas de inscripción y becas.

(1) Make education about the policy a part of training for all staff, LASA elected officers, track chairs, vendors at conferences, and also for officers of LASA Sections. Also regularly write and publish about the policy in LASA news and information outlets.

(1) Be vocal about it throughout the year and at congresses. Paste your statement into the program. Monitor presentations. Allow for panels on teaching, which all other conferences do, and are typically utilized by women and non-TT lines, especially women of color.

(1) The gran baile could be more LGBTQ-inclusive

(1) Alcohol fuels sexual harassment. Make it clear that while drink will be served at the "Baile", it is still a professional event.

(1) More opportunity for mingling that doesn't involve cocktail hours... like breakfasts or tea. This

would also make it more inclusive for those LASA members struggling with addiction.

(1) Continue to showcase diversity via presidential leadership. Last several years have been great in this regard.

(1) Making policy clear in communications such as call for papers, etc. Making sure of background of people invited as keynotes, etc. that they have had no credible complaints leveled against them.

(1) Creo que en los Congresos LASA se debería comunicar de manera explícita (en el programa, al momento de la inscripción) la persona / número / oficina a la cual recurrir en caso de que unx padezca una situación de acoso o discriminación. Luego, creo que a la hora de armar estos cuestionarios, deberían contemplar que fuera de los EEUU, las personas no nos catalogamos racialmente ni necesariamente nos concebimos de esa manera. Es un gesto de apertura cultural y de respeto hacia los demás no forzar ese tipo de preguntas.

Education/Making Members Aware of Policies

(52) Clear, consistent communication (in English and Spanish) regarding the policy and behavioral expectations, in combination with clear penalties for violating policies (such as banning from conferences, expulsion from LASA, etc.). Realizar una campaña.

(26) Educar a sus miembros sobre las normas imperantes y sobretodo sensibilizar el tema de manera transversal e intercultural y difundir la información. Monitorear los eventos para evitar situaciones penosas.

(4) A contract/pledge to sign when attending that acknowledges reading a detailed list of the kinds of unacceptable behavior and engagement and requirement to 1) not do it oneself and 2)

challenge and then report events witnessed by individual. Publish a clear statement for people to use if they feel that any engagement has gone down one of these paths and then have clear designations of places to report such events. Establish a clear process for review of these reports and process of restorative justice.

(4) Educate the membership to call out individual when harassment, discrimination, bullying and violence happens in their presence. Inform of safe spaces where individuals can report and seek support.

(2) Repetir la encuesta cada año para que los miembros sepan que se encuentran atentos. Incorporar una sección en la página web dedicada a la lucha contra cualquier tipo de discriminación, acoso, intimidación y violencia, que incluya una declaración de principios, así como un espacio para reportar cualquier manifestación de este tipo.

(2) Publicar resultados de la encuesta. Creo que la organización podría divulgar de manera más activa su política permanente contra el acoso, la discriminación, la intimidación y la violencia, así como informar previamente a cada congreso de los recursos y protocolos que la organización pone a disposición de las y los participantes en el caso de que sean acosados, discriminados, intimidados o agredidos.

(2) Espacios para denuncia. Mantener informados sobre el desarrollo de la denuncia. Tomar medidas.

(1) Darles más publicidad, establecer un curso virtual corto sobre el tema obligatorio para toda la membresía y ver otras buenas prácticas usadas en otras asociaciones (Sociologists for Women in Society tiene cosas interesantes).

(1) Promover campañas de sensibilización virtual. Conozco varios académicos, sobre todo hombres, incluso jóvenes que son parte de LASA, pero que

dentro de LASA no me han hecho comentarios que si han hecho fuera de LASA, que reniegan de estos temas, y sacan su mejor macho para minorizar este tipo de problemas, y que además han infringido en actitudes de hostigamiento sexual dentro de sus propias universidades.

(1) Difundir la política de Lasa sobre el tema en las sedes/página virtuales y presenciales de LASA, en las publicaciones, en los eventos, en la publicidad dentro y fuera de la comunidad LASA, no se trata de que dentro del entorno y la comunidad LASA estemos protegidos y protegidas, quienes actúan de esta forma no solo lo hacen en este espacio, es una práctica cotidiana. Si bien esta situación es externa a LASA, quienes hacemos parte de LASA tenemos prácticas que no se limitan al tiempo de los congresos, y que se restrinja y sanciones estas prácticas debe de ser tolerancia 0, es decir que si algún/alguna integrante tiene este tipo de acciones deben saber que no son toleradas de ninguna manera y que no se le permitirá ser miembro, no participar en ninguno de los eventos y plataformas de LASA. Los límites deben ser claros y amplios a la vez, quien lo hace en LASA pese a las normas y principios éticos que nos rigen, lo hará en otros contextos donde puede tener a sus víctimas a su merced. También se puede ofrecer acompañamientos y apoyo para atención a víctimas y a personas que abusan de su condición para acosar a otros y otras.

Inclusion/Professional Development Ideas

(2) Listen to, support, and protect graduate students, independent researchers, and contingent faculty. In the last five years, I have attended LASA as a tenure-track or tenured professor. My answers to the questions in this survey would have been very different if I had included the experiences I had or witnessed as a graduate student.

(1) Incluir y hacer mayor énfasis en el apoyo a estudiantes doctorales que son inmigrantes latinoamericanos en la academia americana para erradicar todo tipo de acoso y violencia.

(1) Admitir paneles de organizaciones campesinas y/o indígenas.

(1) There needs to be disability awareness training but people like me don't feel comfortable making these individual statements for what are university problems nationally and internationally.

(1) Inclusión de política de vocabulario no sexista en los comunicados.

(1) Discriminación positiva explícita para disidencias sexuales, mujeres racializadas, jóvenes y personas con capacidades disminuidas.

(1) Increase visibility of Afro-descendant and Indigenous participants as well as scholarship on these topics. Give greater visibility to women scholars. Offer sensitivity training at every conference and support panels that call out cases of systemic racism in Latin America.

(1) I wonder if there could be a message sent out about pulling one's service weight -and to reflect on which roles are gendered- consistently the heavy lifting in the three sections I am part of is done by the women that are members of the steering committee.

(1) Increase normative messaging about variety of sexual harassment in higher ed., including intersectional vulnerabilities; have congress participants sign a conduct agreement; sponsor panels on sexual harassment in higher ed (campus sexual violence, Title IX/VII processes, acoso sexual en america latina, etc.).

(1) Conduct professionalization panels and workshops on as well as develop best practices of how to serve as a discussant, how to present a paper, how to pitch a book proposal, how to serve

on a job search committee, and other tasks of academia.

(1) Hablar más abiertamente sobre el tema en un amplio sentido, ya que no es solamente la discriminación de personas afro o mujeres en general. Independientemente de color o etnia, ser de familias humildes y no poder estudiar en universidades de élite es un factor que incide en la discriminación. Por otro lado, activamente promover la participación de personas de clase baja y de diversas etnias en funciones de LASA.

(1) Trabajar en el lenguaje inclusivo.

(1) Ban all-male panels.

(1) Fomentar actitudes de inclusión hacia las mujeres latinoamericanas.

(1) I think LASA could promote a more inclusive environment by making it easier for students and junior faculty to attend and encourage a greater sense of professional solidarity between students, junior, and senior faculty across the Western Hemisphere so that more of those who are marginalized due to professional status, race, gender, and sexuality may feel at home within the LASA community and empowered to speak out, not only in a survey or an official investigation but also at panels, during networking events, and through participation in other LASA programs throughout the year.

(1) Center the voices of Black and Indigenous women in each of the LASA sections.

(1) Please also consider Academic Status or rank when conducting surveys such as this one. In my experience, that's when things got complicated. Often there isn't much support for early career faculty and graduate students and the fact that some individuals use their rank against others in a variety of ways is very frustrating and discriminatory. Please foster a more inclusive environment, it is much needed.

I have also observed that there are other forms of bias and misuse of privilege as many individuals from North American and the white population consistently undermine and undervalue scholars from the global south and those that are minorities. It's ironic that we spend so much time talking about diversity and inclusion and then when it comes to walk the walk, not just talk the talk, it's such a big discrepancy.

Reporting Mechanisms/Accountability in Harassment Claims

(18) Expel harassers/EXPULSAR A ACOSADORES.

(4) Have an anonymous way to report and get due process without repercussions or anyone getting even.

(2) Enforce the policy.

(2) Dar garantías a quien acuse.

(1) Strengthen reporting mechanisms, disclose information on incidents.

(1) Have participants sign off on this policy and remove people from membership if they perpetuate this behavior.

(1) Dejar abierto un buzón de quejas que no resulte complej acceder y que su atención sea rápida.

(1) Make sure all cases are investigated and avoid protecting any person because of their "academic" rank or position within and outside of LASA.

(1) Accountability at both personal and institutional level. LASA needs to train its members, take a serious stand about human rights by encouraging confidential reporting, investigating complaints, and imposing consequences for those who choose to violate policies. Most importantly, it needs to center Latin America and its peoples, making research

and leadership opportunities available to us.

(1) Publicizing the policy and creating a mechanism by which individuals can report any of the above in real time. Off the top of my head: In the LASA program have a large notice that a trained LASA staffer will be available from 8am to 8pm each day of the conference to receive complaints; develop a form that can be completed by the individual making the complaint; have the Executive create a small committee to review complaints within 24 hours--faster if it's serious, such as sexual assault; and develop a mechanism for referring the complaint to appropriate authorities. I realize this is complicated and that due process MUST be observed, but rapid response it key.

(1) Se podrían recibir denuncias protegidas en especial contra profesores "vacas sagradas" que son en mi experiencia quienes tienen peores records de acoso, discriminación, intimidación y violencia.

(1) I believe LASA comprehensive actions against sexual harassment should include LASA member who commit these actions, not only at LASA Congresses but in their institutions. Also, to be excluded like Jorge Domínguez was. Many of us felt harassed by a senior male member but there is no way to report unless it happened at LASA. Our institution swept the accusations under the rug.

Structure of LASA as an organization

(9) A standing committee/ombudsperson to investigate formal complaints. I think that is important LASA has a permanent commitment to discuss, to research, and solve these problems. (For this, I think the LASA to have at least a committee with the power to punish against people who do these crimes. This committee needs to be diversified (people with different race, sex, gender, sexual orientation, and so on),

and, of course, the person accused needs to have the broad right of defense so that there is no injustice).

(3) Make people take a training course on this, ask them to sign a form that carries heavy penalties and penalize those who make these comments or conduct these actions. Often these actions occur in a public setting, during a LASA panel/workshop, and I've never seen anyone stand up for the victim of harassment/discrimination/bullying/violence by actually referring to these standing policies. What is upsetting is that many of these predators are renown academics who people respect and therefore do not get called out for their actions since no one wants to offend them or get on "their bad side."

(2) Incluir breve video de prevención en banner página web o en medios sociales.

(2) It occurs to me that you might want to consider seeking out more established scholars to serve as mentors to younger faculty/staff members of LASA. I've served in that capacity in my department, and believe it would be quite helpful in encouraging individuals to report such incidents. You could seek out volunteers. (especially for women and first-gen scholars).

(1) Appoint women to leadership roles, value voices from marginalized communities, end "invite only" parties.

(1) I would like to see more trans/feminist action caucuses at the conference that discuss women and gender minorities in the profession.

(1) Have an adjudication process that could more frequently lead to offending members being barred from membership and attendance at congresses. Have panels devoted to professional norms.

(1) Incluir la política antiacoso como beneficio inherente a la membresía de LASA.

(1) The motivation for this survey is appreciated. I think issues addressed are complicated by reality that concerning dynamics aren't limited to the dates of the LASA conference. And, as a professional organization as well as conference organizer, it would be appreciated if the questions were extended to one's experience in the field and not just in the conference. The focus on the conference is particularly narrow in this year that it was virtual.

(1) Los "otros" sabemos a lo que estamos expuestos en LASA, a que nuestros temas sean mirados como menos a ser folklorizados por los "expertos". Necesitamos más representación en los puestos de decisión en LASA. Como india quechua en LASA me siento objeto de estudio. El gran desafío es que en LASA, todos vamos con nuestra careta de salvadores del mundo y muy políticamente correctos pero nadie esta dispuesto a abandonar su situación de privilegio, entonces se producen situaciones tan finas de discriminación que es difícil incluso para quien la vive poder socializarla o reconocerla.

(1) Have senior scholars assume the responsibility for eradicating such behavior.

Personal stories of harassment/discomfort at LASA (from why they didn't report)

(15) Didn't know who to report it to/ Didn't know how to.

(6) They were mostly microaggressions and I didn't think it warranted seeking help.

(2) I was afraid (of repercussions and of not being believed).

(2) Me parece normal, me pasa a menudo.

(2) Porque quien ejerció violencia es un investigador de renombre y simplemente pensé que no me iban a creer.

(1) LASA is generally an uncomfortable place for me because I don't have colleagues who go. I would like to participate in mentorship opportunities for women and first-generation scholars.

(1) La principal violencia que sufrí fue por ser latinoamericano. En el congreso de Lima fui tratado despectivamente por no hablar inglés con el personal de registro del congreso. En el congreso de San Francisco asistí a tratamientos violentos del personal de seguridad con asistentxs latinoamericanos.

(1) Tengo la idea de que LASA no va a hacer nada ni que me van a creer ya que soy mujer no blanca.

(1) I experienced the types of negative and teasing comments that I usually experience at Mexicanist conferences as well due to my Chicana (Mexican-American) identity. It's nothing new and if I say something about it it is seen as complaining or exerting my United States privilege over Mexican or Latin American academics. Besides which, many times these comments come from professors who are tenured or have much more secure positions than my own.

(1) Fue tan menor y tan sutil y en el fondo tan estructural, que consideré que no valía la pena y no tendría eco.

(1) No considere que fuera significativo.

(1) Porque uno tiene miedo de las represalias, sobre todo cuando se tiene una posición académica de duración finita y en Chile los trabajos en mi área se asignan por redes y pasaporte social antes que por mérito.

(1) Siempre es difícil saber a dónde o a quiénes acudir.

(1) Porque pensé que no valía la pena.

(1) Why would I call out senior scholars over being ignored or spoken over, minor social faux pas, and risk being looked at as rude or demanding? The small things I experienced were truly minor and could have easily been small mistakes (except for having literally zero people ever return me emails, including people that specifically asked me to email them).

(1) The person who was hitting on me was a senior colleague and I felt I could handle it myself. He was an old school guy who thought he could be "romantic" with whomever he wanted to. I discouraged him without making a scene.

(1) No lo ameritaba. Pero he sido víctima de insultos de miembros prestigiosos de LASA.

(1) Issues have been minor and based on national origin, masquerading as academic perspective. In some contexts, being treated as an outsider also has its advantages.

(1) People have been mean passively, such as not taking me seriously because my Spanish is very poor. That's not something I can ask anyone to fix except for myself.

(1) It is part of the academic culture to belittle folks who do not rank as high in the hierarchy.

(1) I didn't ask for help when both my work and the work of another woman colleague were diminished (at different panels, in the LASA in Barcelona), but I did write about it a post-conference survey. I never heard back nor got the impression that anything was done, so I am happy that you are looking into harassment and discrimination now.

(1) Graduate students are constantly being told to remain quiet and not make waves or else we will not have a career in academia. It is a culture of silence that academics needs to dismantle and teach us that it is our right to complaint when

violations take place. We need to read Sarah Ahmed's research that center's complaint as diversity.

(1) Didn't feel it amounted to reportable offense. Attempted to address it personally.

(1) At the time, it was easy to downplay the experience and just avoid the person for the rest of the conference.

(1) Porque reaccioné tarde.

(1) No fui víctima, pero si lo hubiera sido, no hubiera pedido ayuda a Lasa como institución, no me dan confianza como para un tema así. La organización, como sus representantes, son socialmente blancos, no me siento representada.

(1) The harassment was IT harassment that would be difficult to prove. I experience a lot of IT issues which I believe stem from the fact that I reported an internet rape pornography ring. I would not feel comfortable explaining the reasons why I feel that I did not have all the functionality that other participants had on the online systems. Also these IT problems can be explained as bugs. I also assumed that the staff running IT systems would predominantly be male and possibly white male and so while they may have been sympathetic and sought to help, I would never know for sure.

(1) It is part of the culture of academia for women of color to be subject of microaggressions and undermining. Who would I have turned to? What would they have done? Nobody has been trained to handle this kind of harassment? Often, they don't even see it.

(1) Porque estoy acostumbrada a que me hagan menos por trabajar en México. Entiendo que no es el mejor país para desarrollar investigación. No entiendo que lo hagan patente en las conversaciones LASA.

(1) I wouldn't consider what happened a big deal. These were minor incidents related to what I've

called "academic class" in the survey. By this I mean the hierarchy that exists within academia. While I'm an established researcher, I'm not a superstar, and the hierarchy is something that makes itself felt. However, that's the way society works and I think that we have bigger fish to fry than worrying about this. I wouldn't consider what I'm describing real discrimination.

(1) Porque aunque los acosos hayan tenido que ver con el Congreso, se pasaron fuera del ámbito del mismo.

(1) The behaviors I have experience generally did not rise to the level of illegal or cause of physical harm. Instead, they are subtle and normalized acts of gender discrimination that one must find individual strategies to cope. There are likely high social and professional costs to taking formal action to counteract passive and seemingly harmless displays of sexism. In the moment these are just uncomfortable exchanges, but over the years it's clear that there there are consequences for professional advancement.

(1) The level of aggression suffered was fixed by myself. I don't think that all aggressions need policy interventions. I am perfectly capable to speak up anytime somebody discriminates me. Plus, I never experienced sexual harassment at LASA. Discrimination is an everyday life occurrence for faculty of color so it's very tiring to be reporting it all the time.

(1) Porque el congreso es tan grande que realmente una no sabe a dónde o con quién acudir, porque no le di importancia... porque impuse límites y fueron atendidos, porque lo platiqué con alguien conocida y lo superé...

(1) I was scared of retaliation and I was pregnant at the time and didn't want even more trouble.

(1) I thought it was better to leave it (and have duly avoided the above-mentioned professors).

(1) Until now LASA has not been receptive to the claims of the sections and groups discriminated against for ideological reasons.

(1) It was the same type of sexism I face in my department on a routine basis... I guess I have become accustomed to it.

(1) Ya tengo naturalizado el machismo en la academia.

(1) Fue algo pasajero y no lo vi como un acto de violencia que fue parte del LASA. La persona ejerció violencia virtualmente durante el congreso y se cruzó conmigo físicamente en el congreso en algunas oportunidades.

(1) I didn't know who to ask for help. The only people I knew about were the ones who facilitated communication between the Section's Co-chairs and Secretary, but I didn't feel safe expressing my experience to them because their communication/stand felt biased.

(1) Porque soy de una generación donde el tipo de acoso que sufrió no se denunciaba.

(1) Everything is interconnected and as an Independent Scholar I am already at very weak position. I rather figure out a way to carve my own spaces.

(1) Unfortunately, bullying and discrimination against women is common in our profession, and asking for help has always been taboo.

(1) Systematic homophobia.

Consequences of harassment

(3) I had to change where I went and avoid the person as much as possible. It made me uncomfortable to be in the same room with the person.

(2) Uncomfortable.

(2) Poco interés por asistir a eventos de LASA.

(2) Depresiones y problemas de ansiedad relativos a la forma de mi cuerpo y mi tamaño.

(2) Malestar personal y emocional.

(2) Ostracization/invisibilization.

(1) I was not invited to co-author a book.

(1) It severely impacted my mental health. It also made me uncomfortable attending further congresses.

(1) The bullying and harassment by well-established scholars towards a peer in front of renown scholars in your field has a devastating effect, especially in the case that those important scholars do not know you personally and it is the first time they see you presenting your work. They can write you off for projects, conferences, etc. It is a way to discredit you publicly. I have seen it as a way to take any prestige you have earned with your work away, especially when working in the same field.

(1) My views were less respected than those of others. Individuals used stereotypes linked to my ideology to disrespect and judge me.

(1) Felt devalued.

(1) I wouldn't really say anything, honestly, since what I've experienced is in the realm of negative comments and instances of being ignored. However, in some cases I think this type of behavior limits the professional connections available to me. It's also one of those things that is hard to combat because no matter how you force people to be "collegial" they aren't going to suddenly change opinion overnight. If someone has an issue with me being Chicana, they're not going to invite me into their conversation or offer me an opportunity no matter what.

(1) I stayed away for a few years after someone offhandedly indicated that the organization was not for US Latinx studies. Then when I came

back and the Latino Section was active, I did feel a bit defensive as some of the members of LASA--obviously not in the Latino Section--were dismissive of my research and my methodology which is Chicana feminist and lesbian.

(1) En lo personal, mucha inseguridad. En Chile aún no consigo trabajo, a pesar de mis datos cuantificables, y en mi universidad he sufrido discriminación de clase pero eso no puede denunciarse.

(1) Confusion. Isolation.

(1) Hay una afectación emocional al no contar con algún tipo de respaldo.

(1) No fue violencia abierta, solo invisibilización, falta de atención. Uno deja atrás y sigue adelante, escogiendo otras personas con la cuales interactuar profesionalmente.

(1) Happened in section email threads, not during conference itself, and was directed towards me in my leadership role of section, but tinged with gender and age issues by older white man and woman. I eventually brought in allies to help shut it down, but was painful. Not sure LASA could do anything different, just keep spreading value of coexistence and respect as you are.

(1) Apenas me senti mal em algumas sessões pois evidentemente minhas questões não foram consideradas por meu inglês não ser tão claro.

(1) Emotional discomfort.

(1) Saber que estamos en una sociedad heteropatriarcal donde las ciencias sociales se vuelven mercancías gracias a congresos como este.

(1) Reputational.

(1) Me retiré de la reunión.

(1) I was just mad. Some colleagues discount you because you are not from the same ethnic group or racial group as them. I can't fix what group I'm from and I can only do what I'm good at. I can't

fix people writing me off except by doing my best.

(1) Una compañera con la que compartí cuarto en un congreso (a quien contacté por medio de la página de alojamiento de LASA) entró al cuarto a media mañana, me encontró en él y me dijo "me imaginé que ibas a estar descansando" sin saber siquiera por qué estaba ahí. Luego dijo "mi hijo es igual de flojo". Me sentí muy ofendida pero después me di cuenta que no era mi problema lo que ella pensara de mí. Ella era mexicana, como yo, y trabajaba desde hace muchos años atrás en una universidad europea.

(1) I was very put out by the conference and frankly, it soured me to the academic exchange and possibilities of the congress as a place to share ideas and connect with others. On a more personal level, and because the harassment I both experienced and witnessed was done by fellow countrymen, it was triggering of the behaviors I experienced when I still lived in Argentina and reminded me once again of why I don't live there anymore (among other reasons, but definitely macho bravado is one).

(1) my accepted paper and presentation, which was accepted I worked so hard on it, was left out of the program. But your institution collected my registration fees, left me out. This was very offensive to me.

(1) Minor annoyance.

(1) it exacerbated my PTSD and depression and gaslighted me long after the interactions.

(1) Psicológicas-estrés.

(1) Imposter syndrome, lower sense of self worth.

(1) Embarrassment.

(1) It was discouraging but did me no long-lasting harm. While I think it was totally inappropriate, I know he intended it as a compliment. Different generations have different values and norms. Still wrong.

(1) I always see the harasser at LASA, and because it is full of people, it feels safe. but since the harassment did not happen during a LASA conference, I am unable to report.

(1) In the 1960s-2000 very little assistance--you kept your mouth shut or suffered retaliation. felt like a second class member of LASA even though I served on the EC. Made sure that I was always prepared. Remember harassment came from women as well as men.

(1) Shame and humiliation. I felt miserable at the beginning, then I thought it was regrettably part of American academic styles.

(1) Embarrassment, some social isolation, some self-loathing for not speaking up. In the end, the fallout was minor, but I was not sure how far the person would go after the conference had ended or what kind of chilling effect there might be on my career path. My experiences are much more positive these days, but I am also older, have more job security, and feel less pressure to socialize for the sake of social/career networking.

(1) Molesta e ira.

(1) Professional isolation.

(1) Feeling excluded, lesser-than, cut down, marginalized.

(1) This person, a junior figure in my field, has his own little boys club, to which I feel I'm never invited to and if I am it's to serve a quota. In a recent Congress, I denounced a (presidential) all-male panel organized by this person. I was told "no exageres" and "fue mucho trabajo que las personas aceptaran y no encontramos a ninguna mujer" and then when posting about the event online "ya nos disculpamos y encima te quejas", "nunca estan contentas" - or some language like that. Another person, a more senior profesor, in the panel has not talked to me since the incident. Often, I've had to be presented more

than once to the same profs -which happens. On an occasion I was told off for not "reaching out sooner" and "porque no me has buscado, te crees superior?" (This senior prof teaches at a public institution, I'm a graduate student at a private one in the same area). I had met this professor three times already.

(1) Momentary grumpiness.

(1) Undue stress, concern, discouragement from working for the section.

(1) I've been sexually harassed multiple times during a LASA Congress and been racially attacked. However when I asked for help, instead of supporting me, I was told that "it must have been a misunderstanding" and I was being hysterical. I was told that "I needed to calm down" and this comment came from one of the LASA Congress Program Co-chairs. The executive board of LASA was present when one male academic said to me while trying to touch me, "quiero coger una china porque me han dicho que su parte es sabrosa" (I'm quoting almost verbatim, I left out some disgusting terms).

(1) Como he mencionado previamente, por fortuna no he sido víctima de acoso, intimidación ni violencia en LASA. Pero como también he mencionado ya, sí que he sido testigo de actos de discriminación hacia otrxs participantes. Después del incidente de racismo que presencié, decidí no participar en los congresos de LASA durante al menos un par de años y sé de otras personas que tomaron decisiones similares o que, directamente, decidieron no volver a participar en LASA nunca más. Realmente los incidentes de acoso, discriminación, etc. pueden tener consecuencias devastadoras para las personas que los sufren, pero he de decir que también pasan factura y empañan el buen nombre de la organización entre las personas que los presencian en calidad de testigos.

(1) A lack of mentorship.

(1) Sentirse deprimida, incómoda; desconfianza en moverse en estos espacios de élite y desconfianza hacia otras personas.

(1) Miradas despectivas, restricción de tiempo de exposición, indiferencia, trato desigual, interrupciones en la presentación, no me permitieron preguntar ni responder preguntas, no me orientaron en el proceso de ubicación en el proceso de las presentaciones, me dejaron hasta el final saltando mi turno y dandome menos tiempo, a la hora de los comentarios ignoraron mi presentación.

(1) I just had one particularly difficult instance. But it was not due to my identit(ies). Just a rude person -- public embarrassment as a result of sarcastic and mean commentary of my scholarship by a discussant. Overall, I don't think the consequences were long-term, but it did damage my reputation among those in the room and certainly made me upset. It was by another white, cisgender woman, interestingly. The times I have been interrupted (for being a woman) or have had work less valued or questioned (because I study women & gender) have actually been quite often (outside the gender track and feminist studies section) of LASA, but probably less than at other conferences. At this stage of my career, I've learned to ignore, and seek community in places where I know my work is valued.

(1) I was the Student Representative for CAS-LASA. I, the only Salvadoran/Central American and queer person in the section's leadership, was excluded from all section meetings, was patronized and disrespected via emails from a Co-Chair and the Secretary. I send emails that never received a response. I was excluded from the LASA 2020 business section meeting and the section report. I was never contacted from the

aggressors with an apology despite knowing that their behavior had hurt me.

(1) Al elaborar plataformas en inglés es violencia, ya que en lo particular no pude ingresar mi trabajo por no entender el idioma y quedé fuera para participar en el congreso y ya había realizado mi pago. Es exclusión, por raza, idioma...

(1) La intimidación en el mundo académico está normalizada.

(1) El último LASA NY se esparcieron rumores sobre mi supuesta incapacidad profesional por parte de un colega senior y sus amigos (all-male networks). Estas son personas conocidas y reputadas en mi disciplina y fueron rumores muy dañinos a mi reputación.

(1) There is not a simple answer. Again, I created my own spaces, networked, worked. It took me years to realize I was not alone, but when people found out about instances of discrimination of harassment, I had to apologize or explain myself, so I kept it to myself. There was not point.

(1) Consequences are: insecurity, low self-esteem, disappointment.

(1) It triggered my PTSD and resulted in bad experiences. I had to seek mental health help.

(1) It made me aware of oher peoples perceptions and of thier possible history of being hurt or diminished in respect.

(1) Descrédito, costo de reputación, exclusión de actividades académicas, retraso en la carrera académica, ostracismo.

(1) Being uncomfortable within the group and feeling undervalued. However, despite the moment jokes and violences none turn to be a permanent problem of relationship or professional consequence and for some a excuse was given.

Critiques of Survey

(2) Disregard the previous answer (on whether or not suffered harassment). I never suffered harassment, discrimination, bullying, or violence. Thinking that all questions were mandatory, I clicked "no" on the previous question and then I found that I could not unclick it.

(1) I think it's a good idea, as many institutions, to highlight the fact that this behavior will not be tolerated and leave it at that. HOWEVER some of your questions in the survey are leading and some of them ("thrown things at you"?) are outright strange and ridiculous. Furthermore, there's no hint in your questions responses for "N/A" OR How about folks who don't want to identify their age? race? ethnicity? ("Prefer not to say")...OR How about the last question below...where's the N/A? (again, poor question choices) How toxic is LASA?.

(1) Add n/a to as option to all question, as well as "chose not to answer." You ask a lot of personal questions.

(1) Include ideology as form of discrimination.

(1) Se dice asistir a un congreso, no atender!

(1) The motivation for this survey is appreciated. I think issues addressed are complicated by reality that concerning dynamics aren't limited to the dates of the LASA conference. And, as a professional organization as well as conference organizer, it would be appreciated if the questions were extended to one's experience in the field and not just in the conference. The focus on the conference is particularly narrow in this year that it was virtual.

(1) Yes, the form has several errors in formatting when it comes to the gender questions (ie. you can be a cisgender woman or cisgender man not just "cisgender" -which is not a freestanding

gender). The same goes for the ethnicity and race questions, listing "Midwesterner" as an example gives the impression that it will be a protected category.

(1) Many / most portions of this survey assumed harassment of some type was experienced by the survey taker. The issue is very important one; I am glad LASA is following up with it, particularly after the Congress in Lima. But there seemed to be a lack of breadth in the actual survey.

(1) This survey has a clear agenda in an evident purpose to generate replies affirming commission of sexual offenses. It is not professionally designed. Several queries "beg the question" (please google what that means. For example, a question like "are you still beating your children?"). I love LASA, but leadership should have applied academic standards to this skewed survey. It invites the presumption that much disagreement and/or strongly expressed opinions in academic debate are offensive or abhorrent, creating victims.

(1) I guess the survey is poorly designed. You are asking bundle questions in this section that don't go well together. Sexual discrimination is a criminal offense and ethnic discrimination is harder to prove and not always a criminal offense. It's hard to obtain valid answers when the instrument is poorly designed.

(1) The survey should include the option of "Did not experience" in the places where it asks to identify the cause.

(1) Put a survey that isn't leading together. Your results are going to be one-sided and are more than likely going to make LASA look like a toxic organization....

(1) This questionnaire is way too long, repetitive and with some questions that are not phrased right. Was it necessary?

(1) Me parece una encuesta larga, las preguntas son repetitivas para lograr una respuesta esperada, pero no hace otras que pueden ser relevantes. Parecen formuladas por feministas, jóvenes, de clase media, graduadas.

(1) Achei que a tradução do questionário para o português deixou um pouco a desejar.

(1) Just a note on the survey, some of the academic categories (regarding job position and type of institution) only fit the academic world of the US, it would be nice to consider the internationality of LASA in another survey.

(1) You made a mistake when you designed the questionnaire. These questions should not come up, given the fact that I answered "no" to the question on the previous page.

Other

(17) Thank you.

(15) This is a good survey/a good step.

(11) Nothing needs to change, or LASA should do nothing.

(9) I haven't experienced harassment at LASA.

(5) LASA has less discrimination than other organizations.

(2) Continue current policies.

(2) Making these experiences a topic of scholarly conversation and public discourse would be useful; policies are meaningless if not in sync with social practices; LASA should not police people, but rather, listen to and respond to the ongoing cultural shift.

(1) Creo que la política de LASA es correcta y abarcativa.

(1) Because this is the way things now are.

(1) No conozco lo que se hace, pero en general he visto una actitud muy positiva e incluyente.

(1) Curioso, en LASA no me ha pasado nada, pero fuera de LASA, en las universidades de Colombia y Estados Unidos sí. Me gustaría una encuesta que no se limitara solo a LASA. Es una oportunidad perdida.

(1) Also, there needs to be better funding, and complimentary membership for Cubans coming from the island, so that as a community there can be an honest reflection about the harm that Jorge Dominguez did to the field, instead of an explicit wish that everyone did not make such "a big deal" about his harassment. Because his funding was not replaced, and LASA decided to charge Cubans- the message that was sent to Cuban studies (when I was there in the meeting two years ago) was that because of the harassment charges- we lost all funding and support. That was a terrible message for young Cubans to hear- that if you speak up and out, you lose all of your funding. Please reconsider and give Cubans free membership and registration- so that they can know that speaking out about harassment does not mean an end to opportunities.

(1) Como comentario adicional, me gustaría añadir que, si bien en lo personal nunca me he sentido acosada, intimidada o discriminada en los congresos de LASA (por lo que he respondido "nunca" a las preguntas anteriores), muy desafortunadamente sí he sido testigo presencial de actos y actitudes discriminatorias contra otras personas en el marco de LASA. En la ocasión más flagrante en la que fui testigo de un acto de discriminación a una compañera (sospecho que por motivos de etnia), las personas responsables del incidente no formaban parte de la organización de LASA, sino que eran miembros de un equipo de seguridad que, imagino (aunque no me consta), había sido contratado externamente por la organización para uno de los eventos de inauguración de la conferencia.

En ese sentido, sería bueno que LASA fuese muy cuidadosa con las contrataciones externas con empresas de servicios. Sería importante que no se contraten servicios con empresas externas que tengan algún historial previo de actos de discriminación por razones étnicas, de género, de clase, de orientación sexual, etc., así como -si fuera posible- se implementase un mínimo "training" de sensibilización hacia los y las trabajadores que interactuarán con los y las participantes de LASA para que, en el marco de los congresos, no se produzcan incidentes lamentables de racismo como los que he presenciado en el pasado (incidentes que, si bien no fueron provocados directamente por personas involucradas en LASA, fueron abordados con muy, muy poca empatía y sin ninguna sensibilidad por las personas a cargo de la organización a las que, en su momento, se reportaron dichos incidentes).

(1) I don't know that LASA can do much. There exists a professional culture around and that occurs at LASA of partying and socialising involving alcohol, young colleagues, and female PhD students with men of a higher rank that are very aware of how much power they hold in the discipline.

(1) Creo que las normas generales deberían también ser revisadas en contextos particulares. Por ejemplo, desde la lógica multicultural o de las identidades de género, las y los académicos chilenos pueden parecer muy tolerantes, integrados. Pero en Chile lo principal es el clasismo y las y los académicos chilenos suelen tener actitudes muy clasistas. Muy. Hay aspectos de ese clasismo que no son resorte de LASA. Pero en los congresos eso se replica, o se maquilla sobre la base de otros imperativos mayores, más prestigiosos internacionalmente, como la raza o las identidades de género, dejando fuera de la vista el tema de clase. En el último LASA, Boston,

desde la espera en el aeropuerto de Santiago por al avión que me llevara a Estados Unidos me encontré con actitudes clasistas de académicos de distintas áreas que iban a Boston. A veces ese clasismo puede ser muy "sutil", pero existe. Y estos discursos tolerantes, progresistas, eclipsan esa dimensión. PARA decirlo con un ejemplo concreto: léase el libro "Chavs: la demonización de la clase obrera" de Owen Jones. En la introducción, Jones señala una conversación de sobremesa donde distintas personas de clase media, ilustradas, pro varios discursos de reconocimientos de minorías. a la hora de referirse a los "chavs" (floyte en Chile, villero en Argentina, etc.) replicaban miradas clasistas. Eso pasa en la academia también, sobre todo con los chilenos. Falta un trabajo para ver esas formas de discriminación particulares de cada país, porque el cedazo de Lasa, con sus formas internacionales de multiculturalidad y reconocimiento de otras formas de minoría, deja intactas estas dinámicas discriminatorias propias de países de América del Sur, sobre todo en Chile. Entiéndase bien: no se trata que las luchas contra las discriminaciones raciales o de identidades de género y sexuales no sean necesarias; se trata de entender que en los países particulares también hay otras dinámicas de discriminación, muchas veces todavía más poderosas, que quedan eclipsadas digamos "exorcizadas", bajo estos discursos prestigiosos internacionalmente. Por ejemplo: con los recientes acontecimientos, mucha gente en Chile ha solidarizado con el movimiento "Black Lives Matter", pero son incapaces de solidarizar con las "lives that matter" en Chile de las personas pobres criminalizadas por el gobierno en medio de la pandemia del covid, creándose leyes que penalizarán con 5 años de cárcel quien salga en medio de los confinamientos sin preguntarse si esas personas salen por necesidad de conseguir alimentación. Espero se comprenda bien mi planteamiento y no desde la sospecha. Gracias.

(1) Consider the issue of ideological prejudice. Those who do not conform with the dominant views of the organization are often mistreated during conferences. This is also the case (and is reinforced) when the organization decides to make political statements which does not represent the views of some members.

(1) Penso que não há muito o que se fazer quando isso acontece, pois falta de respeito e de educação será sempre possível. Além disso, penso que quem frequenta a LASA está mais preocupado em discutir as produções científicas e trocar experiências.

(1) Put my last presentation accepted into the program at Guadalajara. I don't feel like returning to LASA ever again.

(1) Advise participants not to make snarky remarks about other people's institutions or the regions in which they are located.

(1) "So academics are pretty notorious for how we judge people who mishandle data or engage in plagiarism. We are very, very quick to kick people out of this exclusive club if they try anything like that. But think about how hesitant we are to take to task people who mistreat individuals who actually produce that data and text. One of the arguments we've been pushing is, if data fabrication and plagiarism constitute scientific misconduct or scholarly misconduct, there is no reason why harassment and discrimination should not rise to that level. The people who produced this data and knowledge in the text should be as valuable as the data and text. Mistreating people is also scholarly misconduct." - Asmeret Berhe via AdvanceGEO and from: <https://www.kqed.org/science/1966972/ten-simple-rules-for-building-an-anti-racist-research-lab>

(1) He encontrado que la mayor discriminación está en los grados académicos, donde con frecuencia se subestima a la sociedad civil o a

universidades que no son de élite. Pero lo que me gusta de LASA es su diversidad y poder intercambiar ideas con muchas diferentes personas e instituciones. La minoría es quien discrimina en LASA.

(1) Incluir los términos siguientes: Afrodescendientes, africano/a, afro seguido de la nacionalidad (afrobrasileño/a, etc.). No usar Negro siendo esto una invención de los colonizadores racistas.

(1) I never witnessed discrimination, other than political. Over issues tied to Cuba, Nicaragua, Chile, and so on, over the years there has been group-think and pressure to conform... This got worse after MLA members colonized LASA.

(1) Creo que hacen un buen trabajo. Enseñar political correctness a algunxs académicxs que trabaja en USA sería un gran paso.

(1) An anti-harassment policy should be in place in all kind of interactions (in-person and virtual) and should be ongoing (not just during congress). The time I was harassed it was because the person thought I was LASA staff at the registration desk. People that feel powerful typically vents on people they perceive weak or powerless (like LASA staff).

(1) Creo que la organización podría divulgar de manera más activa su política permanente contra el acoso, la discriminación, la intimidación y la violencia, así como informar previamente a cada congreso de los recursos y protocolos que la organización pone a disposición de las y los participantes en el caso de que sean acosados, discriminados, intimidados o agredidos. Como comentario adicional, me gustaría añadir que, si bien en lo personal nunca me he sentido acosada, intimidada o discriminada en los congresos de LASA (por lo que he respondido "nunca" a las preguntas anteriores), muy desafortunadamente sí he sido testigo presencial

de actos y actitudes discriminatorias contra otras personas en el marco de LASA. En la ocasión más flagrante en la que fui testigo de un acto de discriminación a una compañera (sospecho que por motivos de etnia), las personas responsables del incidente no formaban parte de la organización de LASA, sino que eran miembros de un equipo de seguridad que, imagino (aunque no me consta), había sido contratado externamente por la organización para uno de los eventos de inauguración de la conferencia. En ese sentido, sería bueno que LASA fuese muy cuidadosa con las contrataciones externas con empresas de servicios. Sería importante que no se contraten servicios con empresas externas que tengan algún historial previo de actos discriminación por razones étnicas, de género, de clase, de orientación sexual, etc., así como -si fuera posible- se implementase un mínimo "training" de sensibilización hacia los y las trabajadores que interactuarán con los y las participantes de LASA para que, en el marco de los congresos, no se produzcan incidentes lamentables de racismo como los que he presenciado en el pasado (incidentes que, si bien no fueron provocados directamente por personas involucradas en LASA, fueron abordados con muy, muy poca empatía y sin ninguna sensibilidad por las personas a cargo de la organización a las que, en su momento, se reportaron dichos incidentes).

(1) Debería también de tener una sección para aclarar perjurios. Muchos utilizan la discriminación como instrumentos para acusar a personas sin que las personas hayan cometido alguna falta. Considero que deben de aclarar que esta política también tiene mecanismos para contrarrestar un mal uso como lo es el perjurio.

(1) Absolutamente. Y sobre todo, debiera promover la libertad de pensamiento y el respeto a todas las corrientes. Estoy bastante

decepcionada tanto de los aires de superioridad de los colegas, como de la falta de respeto a las creencias diferentes y si uno no es progresista, discriminan como conservador sin reparos. Esto entre gente adulta es una pena.

(1) Have a clear procedure for investigating accusations and adjudicating guilt or innocence, making a special effort to (a) protect purported victims AND (b) protect those who are accused with due process, presuming innocence until guilt is proven. Avoid over regulating human interactions. Recognize that there is a tradeoff between the benefits and costs of policies that over regulate human interactions.

(1) Academia is a complex environment and I take it as it is.

(1) Investigation is key, especially if a complaint or report is filed. If evidence of misbehavior is clear, then there should be penalties, including expulsion from the Association. If they involved sexual harassment or violence, then there could be some larger consequences (since they may involve crimes). Also, LASA has decided to move its annual congress outside of the US. This means that participants to LASA Congresses will be under different jurisdictions, so it might help to find out if the new sites for Congress offer guarantees and rule of law.

(1) More education re non-biased behaviour, especially physical violations. While behaviour has improved in recent years for the first thirty years of LASA problems were endemic. And as recently as 4 years ago I was goosed at the cocktail party. Another chronic problem is male participants interrupting female participants. Also, female on female bullying, etc. is still a problem.

(1) Hacerla menos solemne, hacerla más cotidiana. Demasiado correctez de papel, poca amistad en la vida real.

(1) Go at it more positively and establish expectations of courtesy, especially to those with whom you disagree. Establish norms of academic discussion that fully allow for strong differences of position/belief.

(1) Tener disponible un espacio para reportarlo y buscar ayuda durante las sesiones del congreso. Dar información de cómo contactar o cómo proceder si se es acosado, intimidado o violado. Lo primero me parece es apoyo y ayuda en el sitio. La cuestión jurídica o de denuncia puede complicarse si sucede en otro país, pero de cualquier forma armar un buen equipo de emergencia es muy buena iniciativa. Se sabe del acoso en los congresos y academia en general, personalmente no he sido víctima en LASA, pero sí en mi institución. Por ello celebro enormemente que desarrollen estrategias para ayudar y mandar un mensaje muy serio a quienes piensan tienen derecho a comportarse de manera violenta. Gracias.

(1) As I previously stated, the absence of teaching panels is a disservice to equity and inclusion and is fundamentally sexist, patriarchal, and hierarchical.

(1) There needs to be a discussion about professional misconduct that is broader than the one about discrimination and harassment. There are all kinds of behaviors that are normalized under the name of mentorship, training, collaboration, etc. that have no business in our profession.

(1) This is not a necessary initiative. We are all adults and we can all definitely stand on our own. Further policing of interpersonal relationships is making academia ever more Orwellian. Importing American or US norms into what should be an international institution will further alienate those who do not share a grievance-driven approach to human interactions or academic endeavours. Furthermore, your questionnaire

is horrible biased and amateurish. How can something as badly done as this be shared to an academic audience? Finally, you had better have the honesty to publicly share all results in their primary statistical form once this survey is completed. Anything less than that would further abuse the public you are supposedly intending to protect.

(1) Conferences are always stressful events for many graduate students, especially women (at least of my acquaintance). It feels as though you must constantly prove yourself to others, especially faculty who could be on a hiring committee in the future. The arena which can most be improved, I think, is that of the feedback that is given during the Q and A portion of panels. This year, my experience at LASA was great! But that was mostly because the topic of my panel attracted very like-minded people and now with the digital format, we, the presenters, were able to read out questions and abridge them if necessary. I think it helped to avoid some of the performativity that can occur during the Q and A sessions sometimes. I have also been a presenter at panels in which faculty from various institutions will take the Q and A session as a chance to monologue aggressively about something perhaps tangentially related or not related at all to what has been presented. Luckily this was not the case this year, but I wonder if it is because of the virtual webinar format.

(1) I am VERY glad you are working on this issue. Also, in some congresses--Barcelona more specifically--the staff running the conf were racist.

(1) I wish LASA was less like a "club" and more open to people of color. Not so much controlled by US Academia.

(1) LASA es muy elitista, either you belong or you do not. If you did not study in the USA....it is difficult to belong.....

(1) He vivido actitudes paternalistas.

(1) Las diferencias culturales a veces impactan la manera en la que se conceptualiza el acoso y los límites aceptables.

(1) When it has happened at other events with junior professionals I was with, I confronted the person that was acting inappropriately. Knowing what to do in these situations is critical, and being supportive of the colleagues impacted is essential as when I was young I did not have this type of support, so had to develop skills and was lucky to surround myself with good colleagues.

(1) LASA has always been great in terms of administration and organization. Everyone who I have talked to from the organization has been very kind and helpful. I love Milagros Pereyra—she is awesome and so nice. I have no complaints about the organization or the Congress. Some attendees are jerks but that's not something the Congress or LASA can fix. Thanks!

(1) In my experience all my academic life, discrimination based on country of origin has been more present than gender discrimination.

(1) Thank you for putting this together. While my examples may not be the most egregious, they definitely speak to a culture of "free-for-all" where some people believe themselves to be entitled to treat other disrespectfully. I am glad that the organization is taking steps to assess and address the pervasiveness of harassment and discrimination and I am happy to belong to this organization.

(1) It is very intimidating for graduate womyn of color in LASA, to speak up against the behaviors of those professionals who posture publicly that our research is not good enough or valuable enough because it focuses on indigenous Central American refugees and I happen to look like one of them, too; when I am ignored in a room of hundreds and no one smiles at me, I do not

feel welcome or safe. When I am looked down upon because of how I sound, how I dress, or how much I do not know the OGs in the room... it does not feel like community. I think these are violences that take place in LASA all the time and that reinforce colonial relations of power, denying us the right to community. And, while these violences may not be as serious as, for instance, complaints of sexual harassment, battery or rape, they function to erode the foundation of this institution and to create an unsafe space for minoritized womyn of color to no feel included and safe to b, much less to report more serious events. We come from a long history of exclusions and erasures, we can survive the climate at LASA, but the question is why? Why is it necessary to join an affiliation that does not welcome us as subjects of our own knowledge production?

(1) Yes, the men at LASA Congresses are not all up to speed about current norms. At a recent congress, a male colleague saw me talking with two other women about co-editing a publication and said "When you see more than two women together, you can be sure that they are conspiring." Minor, but he shouldn't have said it.

(1) I think LASA is much much better than say conferences in Golden Ages studies for people of my national origin. I have said it is a bit discriminatory because bias is inbuilt into certain fields and I feel the congress cannot be blamed for this.

(1) Sería conveniente un cuestionario sobre satisfacción con LASA en términos de página web, mecanismo de selección de papers, mesas y paneles. También posibilidad de flexibilidad respecto a este tema. Finalmente, que para 2021 se considere participación además posibilidad de participar virtualmente en LASA pues para muchos por asuntos sanitarios sea difícil participar físicamente. Pero para muchos

LASA es una tradición académica a la cual no estamos dispuestos a ausentarnos. En este línea dar facilidades para su participación sería una consideración valiosa a quienes somos parte de esta organización.

(1) Felicitar a LASA por la iniciativa de promoción de Buenas Prácticas entre investigadores/as.

(1) Tal vez sugerir mayor promoción de actitudes tendientes a la cooperación Norte/Sur en el financiamiento de los congresos y en las cuotas, ya que los presupuestos de las universidades de América Latina son muy exiguos."

(1) Harassment is often subtle and carried out in a way that makes it easy for the person with power to backtrack and gaslight the individual: "My hand is on your leg only by accident because it's so crowded in here. Don't be so uptight." "Oh, please, I didn't ask you to my room afterward; it's so loud in here that you must have misheard me."

(1) Los "otros" sabemos a lo que estamos expuestos en LASA, a que nuestros temas sean mirados como menos a ser folklorizados por los "expertos". Necesitamos más representación en los puestos de decisión en LASA. Como india quechua en LASA me siento objeto de estudio. El gran desafío es que en LASA, todos vamos con nuestra careta de salvadores del mundo y muy políticamente correctos pero nadie está dispuesto a abandonar su situación de privilegio, entonces se producen situaciones tan finas de discriminación que es difícil incluso para quien la vive poder socializarla o reconocerla.

(1) I experience a lot of interference with my work outside of LASA too. This is not something the police have been able to help with. I would like to see more acknowledgement of the IT issues that victims and witnesses of gender violence experience and a space where academics who experience IT harassment could connect with each other to support each other.

(1) It seems like academic conferences like LASA foment listening to small groups of already known community members more than a broader circulation of ideas and/or networking, and these preexisting groups (junior faculty and grad students in one place, senior scholars and old guys drawing a crowd in another) seem to reinforce networks people already know and tribalism, which of course affects women and others more.

(1) I really appreciate the work LASA has been doing on anti-harassment, including the plenary in Barcelona and this survey. But I think the research on sexual harassment in higher ed (prevalence, climate, training, sanction, remediation, reintegration) demonstrates that we have to tackle power inequities in academia more broadly to reduce harassment and inequity of all kinds (NASEM 2018 "Sexual Harassment of Women" and NASEM Action Collaborative on Preventing Sexual Harassment in Higher Education). So, I suggest modifying the survey to capture not only protected categories but also rank of target/perpetrator (for example). I am interested in supporting LASA's work in this area. Thank you!

(1) Ponga atención a expresiones hostiles pero también benevolentes de discriminación, tales como la condescendencia, paternalismo, etc.

(1) Tal vez informar a quién se puede dirigir en situaciones así durante un congreso, ya que por experiencia, cuando uno habla con otros colegas sobre este tema, no lo toman muy en serio, a menos que sean amigos, pero no siempre viajamos con amigos. Es un mundo muy competitivo y creo que muchos tampoco quieren compartir estas situaciones con colegas, ya que puede resultar vergonzoso. Mejor sería hablar con alguien más neutral de la organización.

(1) I want to highlight that sexual-racial abuse is rampant at LASA, especially for racialized

"young" women (Afro/Asian/Indigenous women who are always perceived as sexually available and intellectually inferior and therefore "young"; although I'm in my 40s I'm mistaken for a graduate student in her 20s, which is also a product of racism).

(1) The table I was assigned to did not have a leader so, this caused time management issues and empower one of the members to feel like he could control time and go over with his time. This should not be allowed.

(1) Creo que 10 minutos de exposición para una ponencia es limitado. Revisar aplicación de criterios para inclusión de paneles y ponencias. A mí me rechazaron un panel con participantes de 4 países de LA, y un panel donde participaba mi mujer con académicos todos ellos de la uam-x fue aceptado en el mismo congreso. Es penoso informar a los convocados que el panel se rechazó por quien sabe qué razones.

(1) Creo que no es una cuestión solamente de cuestionarios o reglamentos; la idea de "superiores" sobre "inferiores" es un aspecto del "inconsciente" de muchos colegas no latinos, incluso hay perspectivas de género y culturales.

(1) Once, I asked advice to a senior (then) member of the LASA board for advice and help of a serious incident and he replied that "I cannot get involved" as I was referring to close colleagues of him. A second time at another conference in previous years, I asked advice to male colleagues of the same nationality as the perpetrator to why 'x' thought he could get away with sticking his hand up my shirt and rubbing my back at a congress dinner where I was the only woman and they said "because he wants you to go to bed with him." I asked what I was supposed to do, they reacted by making sure that he did not sit next to me on either side for the rest of the congress. I felt like I had bodyguards for a week. He was a much older very

senior long term member of LASA.

(1) Mis comentarios pueden no ser "políticamente correctos", estar contra el mainstream y contra la pseudociencia, por lo que los omito. Recuerden que en LASA tratan con científicos, no con guapos y actrices.

(1) In the last years, I preferred to attend UK-based conferences or the NAISA annual meeting because the academic tones were (and are) more respectful and collaborative. I think academic congresses such as LASA should aim at exchange and, of course, criticize the knowledge produced, but respectfully and constructively. I have simply found some comments were totally useless and pointless, just aggressive. And, whenever I can, in whatever congress I am attending, I do defend not only myself but also younger researchers that I may listen to and are aggressively criticized since I know how it was when I was younger.

(1) If Congress attendees are harassed the incident should be reported to the local authorities rather than get LASA involved. LASA should establish a link with the local police in advance to lay the basis for any such reporting.

(1) In recent years a sense that LASA has little interest in promoting older members. Indeed we feel ignored.

(1) Creo que habría sido mejor también estudiar más allá de los últimos 5 años. Lo digo porque en mi caso particular ya soy más vieja y algo más respetada en mi área; por ende, es menos probable que algo me pase (hasta cierto punto). Además, en último congreso LASA estaba embarazada - que fue en el año 2016, justo el que podía comentar - y ya me había encontrado un cierto nicho en LASA, dentro de paneles, secciones y grupos feministas. Eso también ayudó a limitar bastante la posibilidad de recibir acoso. Pero cuando recién empecé en LASA, hace 11 años atrás, no fue tan así. Y sí tuve varias

instancias bien desagradables de académicos hombres más viejos que me maltrataban y adonde sí creo que el machismo jugó un rol importante. Lamentablemente no pude hablar de esas experiencias aquí porque fueron previas a las fechas de la encuesta.

(1) I have not experienced harassment, discrimination, bullying, and/or violence at any LASA Congress. I have generally felt welcome, but I have noticed a lot of cliques, where it is hard to be new, because everyone already seems to know each other, and it can feel a bit ostracizing.

(1) En general, mi experiencia ha sido que las personas participantes y organizadoras de LASA son muy respetuosas y adecuadas.

(1) Please contact Julia Medina (CAS LASA Co-Chair) and Emilia Barbosa (CAS LASA Secretary), the aggressors, about their behavior.

(1) La cuestión generacional entre académicos latinoamericanos es relevante. Los límites en las universidades latinoamericanas respecto del tipo de relación entre académicos hombres cisgénero de mayor edad (nacidos antes de 1975) y sus estudiantes es muy difusa. Debe ser reforzada la definición de los distintos tipos de violencia y desmontar todo prejuicio sobre los feminismos (por ej. que estamos en contra del amor, que queremos reprimir etc.). Es importante además, identificar, que quienes vayan a participar a los congresos no cuenten con acusaciones por acoso sexual, laboral, otrs. en investigación. Eso debe ser un límite a la participación. En mi opinión. Gracias.

(1) I have never experienced harassment at LASA, quite the contrary. It is a welcome space with great sensitivity to these issues. But many of us did experience seeing Jorge Dominguez at numerous LASA meetings despite his known history at his home institution. LASA leaders who were his peers in the early 1980s reacted well, but

subsequent generations apparently forgot about this. Need to prevent that being repeated.

(1) I have not had to lodge a complaint with LASA but have with AHA. I felt so supported by the investigation team and they clearly informed me of the process as the investigation commenced. The experience left me feeling more at home in the organization.

(1) Many members of LASA view white conservative males as the enemy. They aren't. Prejudice in every form is the problem.

(1) Please also consider Academic Status or rank when conducting surveys such as this one. In my experience, that's when things got complicated. Often there isn't much support for early career faculty and graduate students and the fact that some individuals use their rank against others in a variety of ways is very frustrating and discriminatory. Please foster a more inclusive environment, it is much needed. I have also observed that there are other forms of bias and misuse of privilege as many individuals from North American and the white population consistently undermine and undervalue scholars from the global south and those that are minorities. It's ironic that we spend so much time talking about diversity and inclusion and then when it comes to walk the walk, not just talk the talk, it's such a big discrepancy.

(1) LASA no debe volverse un lugar punitivo.

(1) Actualmente el costo para quien acosa es mínimo (en el margen quizá afecte su propia reputación, pero poco más), mientras que el costo para quien es acosado es realmente fuerte, llega a ser económico por el efecto acumulado sobre el avance de la carrera. La injusticia es enorme.

(1) En la revista LARR el editor rechazó una publicación con el argumento "Uruguay is a clear outlier in the region. It is therefore not clear

what these results might tell about the evolution of gender gaps in the broader Latin American context – an issue that is never addressed."

Considero que fue una actitud hostil basada en el país.

(1) Gostei muito do evento virtual. Penso que foi o que mais aproveitei. E, da próxima vez, até por conta de minha idade, irei optar por este caminho.

(1) "Criticized" should be taken off this survey as part of a context of sexual harassment/racial discrimination. We are academics; of course we criticize. It's our job. Conflating that with all the other listed behaviors is not OK.

(1) Me resultó una experiencia interesante el llenar este cuestionario, y sirvió como medio para enterarme de la política de LASA en torno a estos temas.

APPENDIX 3: LASA Survey on Harassment

Introduction

The Latin American Studies Association (LASA) requests your help to make sure that LASA International Congresses offer the best possible working climate for all participants. To this end, in 2018, LASA approved a new anti-harassment policy reminding colleagues of appropriate standards of behavior at LASA meetings related to sexual and other forms of harassment, discrimination, bullying and violence.

Our next step is to survey all current LASA members to find out the degree to which participants in recent International Congresses have experienced harassment while attending the Congress so that we can address any systematic problems that might exist. We are focusing on the past four International Congresses (2016 – 2019). This survey focuses only on the LASA International Congress not any other LASA or regional /Section Meetings.

We urge to complete this survey if you attended any LASA Congress from 2016 – 2019. We understand that the topic of this survey may be upsetting. We nonetheless hope that you will participate in order to help LASA determine what the Association might further do to address the issue of harassment at our annual meetings. **All responses are anonymous and therefore completely confidential.**

This survey was designed using validated existing scales from the extant literature with the support of the Sub-Committee on Anti-Harassment and was approved by the Institutional Review Board for Human Subject Research of the University of Pittsburgh. If you have any questions or concerns about the survey, please contact the Sub-Committee on Anti-Harassment at lasa@lasaweb.org.

IN THE LASA CONGRESSES OVER THE PAST FOUR YEARS, HOW OFTEN HAS SOMEONE DONE THE FOLLOWING TO YOU PERSONALLY?	NEVER	RARELY	SOME-TIMES	OFTEN	VERY OFTEN
1. Belittled you or made you look bad in front of others?					
2. Sabotaged your work?					
3. Withheld resources or information needed to do your work?					
4. Spread or failed to correct false information about you?					
5. Interrupted you or “cut you off” while speaking?					
6. Told others about your negative behavior?					
7. Displayed offensive material to you?					
8. Left you out, avoided you or excluded you (from conversations, activities, etc.)?					

BASED ON YOUR PERCEPTION, WOULD YOU SAY THAT THE ABOVE BEHAVIOR WAS DUE TO YOUR (INDICATE ALL THAT APPLY):	
a.	Age
b.	Disability
c.	Ethnicity
d.	Gender Identity
e.	Marital Status
f.	National Origin
g.	Race
h.	Religion
i.	Sexual orientation
j.	Language
k.	Social class
l.	Other (text box)
m.	Don't know

IN THE LASA CONGRESSES OVER THE PAST FOUR YEARS, HOW OFTEN HAS SOMEONE DONE THE FOLLOWING TO YOU PERSONALLY?	NEVER	RARELY	SOME-TIMES	OFTEN	VERY OFTEN
9. Made offensive sexist remarks in your presence?					
10. Stared, leered, or ogled you in a way that made you feel uncomfortable?					
11. Displayed, used, or distributed sexist or suggestive materials (for example, pictures, stories, or pornography) which you found offensive?					
12. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it?					
13. Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior?					
14. Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review, grant, promotion, etc.)?					
15. Touched you in a way that made you feel uncomfortable?					
16. Attempted to have sex with you without consent?					
17. Forced you to have sex without your consent?					

BASED ON YOUR PERCEPTION, WOULD YOU SAY THAT THE ABOVE BEHAVIOR WAS DUE TO YOUR (INDICATE ALL THAT APPLY):

a. Age
b. Disability
c. Ethnicity
d. Gender Identity
e. Marital Status
f. National Origin
g. Race
h. Religion
i. Sexual orientation
j. Language
k. Social class
l. Other (text box)
m. Don't know

IN THE LASA CONGRESSES OVER THE PAST FOUR YEARS, HOW OFTEN HAVE YOU PERSONALLY EXPERIENCE THE FOLLOWING?

	NEVER	RARELY	SOME-TIMES	OFTEN	VERY OFTEN
18. Your contributions were not valued as much?					
19. You were given fewer opportunities to express your ideas?					
20. You were treated as if you were less capable?					
21. You were treated with less respect?					
22. Your questions or requests were delayed or ignored?					

BASED ON YOUR PERCEPTION, WOULD YOU SAY THAT THE ABOVE BEHAVIOR WAS DUE TO YOUR (INDICATE ALL THAT APPLY):

- a. Age
- b. Disability
- c. Ethnicity
- d. Gender Identity
- e. Marital Status
- f. National Origin
- g. Race
- h. Religion
- i. Sexual orientation
- j. Language
- k. Social class
- l. Other (text box)
- m. Don't know

IN THE LASA CONGRESSES OVER THE PAST FOUR YEARS, HOW OFTEN HAS SOMEONE DONE THE FOLLOWING TO YOU PERSONALLY?	NEVER	RARELY	SOME-TIMES	OFTEN	VERY OFTEN
23. Called you stupid or similar derogatory names?					
24. Teased you negatively?					
25. Made fun of you or your physical features (e.g. appearance, size, weight, eyes, nose, etc.)?					
26. Ignored you or gave you "silent treatment"?					
27. Cursed or swore at you?					
28. Raised their voice or yelled at you?					
29. Spread rumors about you?					
30. Used hostile body language or made angry gestures (e.g. pounding fist, rolling eyes)?					
31. Made threats to you?					
32. Insulted or criticized you (including sarcasm)?					
33. Hit, kicked, grabbed, shoved, pushed, punched or physically assaulted you in any other way?					
34. Bumped into you on purpose?					
35. Threw objects at you?					
36. Took, hid, damaged or knocked your things/property down?					
37. Posted negative comments on your pictures, comments or statuses (Facebook, Twitter, Instagram, etc.)?					
38. Spread rumors about you in electronic communications?					
39. Ignored your electronic communications?					
40. Teased you about your religious beliefs?					
41. Made racial comments about you?					
42. Made fun of where you live?					
43. Teased you about your accent?					
44. Made fun of your language?					
45. Made negative comments about your clothing?					

BASED ON YOUR PERCEPTION, WOULD YOU SAY THAT THE ABOVE BEHAVIOR WAS DUE TO YOUR (INDICATE ALL THAT APPLY):	
a.	Age
b.	Disability
c.	Ethnicity
d.	Gender Identity
e.	Marital Status
f.	National Origin
g.	Race
h.	Religion
i.	Sexual orientation
j.	Language
k.	Social class
l.	Other (Open-ended question)
m.	Don't know

DEMOGRAPHICS:	
Please select your academic Discipline	Political Science, Literature, Medicine, Management, Music, etc. Drop down menu with list of disciplines
Please select your academic rank or occupation	<ol style="list-style-type: none"> 1. Graduate student (Ph.D. / Doctorate) 2. Graduate student (Master) 3. Lecturer 4. Adjunct Professor 5. Assistant Professor 6. Associate Professor 7. Full Professor 8. Endowed Professor 9. Emeritus Professor 10. Congress LASA Staff 11. Congress LASA Volunteer 12. Congress Vendor 13. Congress Exhibitor 14. Other / Occupation (Please, specify)

DEMOGRAPHICS:	
Please select your institution type	<ol style="list-style-type: none"> 1. Predominantly undergraduate teaching institution 2. Predominantly teaching institution awarding advanced degrees 3. Research oriented institution awarding advanced degrees (including Ph.D.) 4. Other / (Please, specify)
Which is your main area of research or teaching? Mark all that apply	<ol style="list-style-type: none"> 1. The Natural Sciences (e.g. biology, earth sciences, physics, etc.) 2. The Formal Sciences (e.g. mathematics, computer science, statistics, etc.) 3. Professional Disciplines (e.g. agriculture, business, education, engineering, law, medicine, transportation, etc.) 4. Social Sciences (economics, political science, sociology, etc.) 5. Humanities (e.g. cultural studies, history, literature)
Please select the country where you were born	Drop down menu with list of countries
In which country did you receive your most advanced degree?	Drop down menu with list of countries
Please select the country where you are based	Drop down menu with list of countries
Indicate your highest academic degree	<ol style="list-style-type: none"> 1. Undergraduate student 2. Graduate student, Master level 3. Graduate student, Doctoral level 4. Masters Degree 5. Ph.D. or Doctoral Degree 6. Other (Please, specify)

DEMOGRAPHICS:	
Please indicate age range	<ol style="list-style-type: none"> 1. Less than 20 2. 20 – 29 3. 30 – 39 4. 40 – 49 5. 50 – 59 6. 60 – 69 7. More than 69
Do you have a disability?	<ol style="list-style-type: none"> 1. Yes 2. No
If yes, can you specify your condition?	<ol style="list-style-type: none"> 1. Physical disability 2. Motor disability 3. Hearing disability 4. Visual disability 5. Mental health disability 6. Speech disability 7. Learning disability 8. Nonverbal communication disorder 9. A disability not listed above
With which racial/ethnic group(s) do you identify? Mark all that apply	<ol style="list-style-type: none"> 1. African American or Black 2. White 3. Native American 4. Indigenous 5. Asian 6. Native Hawaiian or another Pacific Islander 7. Latina.o/x or Hispanic 8. Mixed or Mestizo 9. Alaska Native 10. American Indian 11. Middle Eastern or North African 12. Another Race or Ethnicity not listed here
Please include your specific ethnicities / national identities in the space below	<p>Open-ended question</p> <p>Examples of ethnicities include but are not limited to: German, Korean, Midwesterner, Mexican American, Latin American, Navajo Nation, Samoan, Puerto Rican, Southerner (American), Chinese, etc. Note, you may report more than one group.</p>

DEMOGRAPHICS:	
Please select sex	<ol style="list-style-type: none"> 1. Male 2. Female 3. Intersex 4. A sex not listed above
Please select gender identity	<ol style="list-style-type: none"> 1. Man 2. Woman 3. Cisgender 4. Transgender woman 5. Transgender man 6. Genderqueer 7. Agender 8. A gender not listed above
Please select gender expression	<ol style="list-style-type: none"> 1. Feminine 2. Masculine 3. Neutral 4. A gender expression not listed above
Please select sexual orientation	<ol style="list-style-type: none"> 1. Heterosexual / Straight 2. Homosexual / Gay or Lesbian 3. Bisexual 4. Asexual 5. Pansexual 6. A sexuality not listed above
Indicate number of years as LASA member	<ol style="list-style-type: none"> 1. 1 – 4 2. 5 – 9 3. 10 – 14 4. 15+
Indicate number of LASA Congresses attended	<ol style="list-style-type: none"> 1. 1 – 4 2. 5 – 9 3. 10 – 14 4. 15+

5. CLOSING - AWARENESS, REPORTING, CONSEQUENCES:	
Are you aware that LASA has a standing policy against harassment, discrimination, bullying, and violence?	<ol style="list-style-type: none"> 1. Yes 2. No
What do you consider LASA should do to strengthen norms against all kinds of harassment, discrimination, bullying, and violence?	Open-ended question
If you suffered harassment, discrimination, bullying, and/or violence at any LASA Congress, did you ask for help?	<ol style="list-style-type: none"> 1. Yes 2. No If not, Why? Open-ended question
If you suffered harassment, discrimination, bullying, and/or violence at any LASA Congress, what consequences did you experience?	Open-ended question
Are there any other information or comments you would like to include or suggestions you would like to share?	Open-ended question



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