



Society for Business Ethics

Inclusion and Belonging Policy

Policy: SBE trusts and expects its members to treat one another with respect, and firmly believes that an excellent academic environment must be diverse, equitable, and inclusive. Therefore, inappropriate behavior including but not limited to threatening, harmful, humiliating, intimidating, or offensive acts directed at an SBE member in the course of an SBE activity is inconsistent with SBE's mission and our collective aspiration.

Procedure: We encourage SBE members to respectfully engage one another regarding perceived offenses. Anyone who believes Board of Directors intervention is needed regarding such behavior is urged to register the complaint in writing to any member of the Board of Directors, so that it has the first-person information needed to investigate and potentially take appropriate corrective action. Such complaints can be submitted directly or anonymously: directly by e-mail to the Executive Director (executivedirector@sbeonline.org), any board member (including treasurer@sbeonline.org and programchair@sbeonline.org), or any set of board members; anonymously by leaving a note for the Executive Director or Treasurer at the front desk during the conference or by sending a note to the Executive Director's or Treasurer's institutional address via post mail. Providing details in the complaint, including but not limited to one's identity and contact information, facilitates investigation and the taking of warranted remedial actions.

The board is committed to acting on all reports of misconduct that it believes include sufficient details to permit investigation. While SBE will strive to protect the confidentiality of, and prevent retaliation against, anyone who files a complaint, please note that neither is guaranteed as the fact of an investigation into an act of alleged misconduct may in itself compromise the confidentiality of the report.

The board reserves the right to terminate a membership and / or dismiss an attendee from a current and / or future conference(s) if warranted.