



NAAB Anti-Harassment Policy

August 30, 2018

The National Architectural Accrediting Board has approved an anti-harassment policy to ensure its volunteers and staff can work to carry out the organization's mission free from interpersonal misconduct. Continuing the conversations taking place in the profession at large, on June 2, 2018, the Board of Directors began discussing a policy against sexual harassment. Speaking to the need for such a policy, President Judith Kinnard, FAIA, remarked, "each year, the NAAB sends teams of academics, professionals, and students to visit dozens of schools, both nationally and internationally. These schools have distinct missions and operate in diverse settings. Through this policy, we want to remind team members of the critical importance of respectful behavior in all of their interactions." The directors agreed that such a policy should be included in the Rules of the Board of Directors and the *Procedures for Accreditation*.

Based on that conversation and the resulting directive, the following policy has been developed. This policy relates to all individuals ("volunteers") who act on the NAAB's behalf, whether through election or appointment, and includes the board of directors; members of all committees and task forces; and accreditation team members and team chairs:

The National Architectural Accrediting Board is committed to fully complying with all laws and to consistently maintaining the highest ethical conduct among its volunteers and staff. Accordingly, no person engaged in the business of the organization shall participate in any discriminatory or harassing behavior directed toward a person because of their sex, race, color, religion, national origin, age, marital status, personal appearance, sexual orientation, family responsibilities, physical condition, mental disability, or political affiliation. The NAAB will provide all volunteers with a copy of the policy at the time of their appointment and ask them to provide a signed statement that they have read, understood, and agreed to comply with the policy in connection with their activities on behalf of the NAAB. Any individual found to be in violation of this policy will be subject to appropriate disciplinary action.

Of the policy Interim Executive Director Helene Combs Dreiling, FAIA, noted, "I am proud that the National Architectural Accrediting Board has been one of the first accrediting bodies to take such a strong stance by adopting an official anti-harassment policy. This meaningful and compelling directive applies to all of our volunteers, including visiting team members, and is crucial to ensuring that our work within accreditation is of the utmost professionalism." The NAAB believes that this document will formalize the already collegial environment in which its volunteers and staff engage.