New Society for Judgment and Decision Making Policies to Promote Inclusion

1) We have created a standing Diversity and Inclusion Committee for SJDM. Committee members will be appointed by the president for two year terms with the chair serving for just one year. The current committee (originally a one year temporary committee) has agreed to become our first standing committee. So that every SJDM president can appoint half the members (rather than every other appointing all the members), half of the inaugural members will serve for one year and half will serve for two years. The current committee’s members are: Crystal Hall (Chair), Edward Chang, Nathan Cheek, Jennifer Lerner, Suzanne Shu and Todd Rogers.

2) From now on, the most recently elected member of the SJDM executive board will sit on the Diversity and Inclusion Committee so this committee includes a voting member of the board (this year’s representative will be Suzanne Shu).

3) The Diversity and Inclusion Committee will conduct a survey every other year (beginning this year) to assess the diversity and needs of SJDM members.

4) SJDM is adopting a code of conduct regarding sexual harassment. It appears on the next page of this document.

5) One member of the Diversity and Inclusion Committee will serve as Accessibility Chair for the SJDM annual meeting (and will be appointed to this role by the SJDM president). This year’s Accessibility Chair is Jennifer Lerner.

6) The Diversity and Inclusion committee will be overseeing a travel scholarship program for students from underrepresented backgrounds who want to attend SJDM with an initial yearly budget of $7,500.

7) The Diversity and Inclusion Committee will collaborate with the Women in SJDM event organizers to co-brand and co-organize a networking event at our yearly SJDM conference for all underrepresented groups (expanding the scope of what was previously the Women in SJDM networking event).

8) The Diversity and Inclusion Committee will engage in outreach about SJDM to institutions that primarily serve underrepresented people of color to help diversify the pipeline of SJDM scholars.

9) The Diversity and Inclusion Committee will establish a “mentor matching” program to connect underrepresented junior and senior scholars in SJDM.

10) The Diversity and Inclusion Committee will set up live streaming of some SJDM conference sessions to make it easier for more people to experience our conference remotely (note that speakers will be able to opt out of being recorded).

11) The SJDM webmaster will create an option for SJDM scholars to purchase carbon offsets to reduce the impact of their travel to the annual SJDM meeting.
The Society for Judgment and Decision Making (SJDM) is committed to diversity, equity, the professional exchange of ideas, and respectful treatment of all members. SJDM is committed to providing a productive, safe, and discrimination- and harassment-free environment for all attendees, including but not limited to discrimination or harassment on the basis of gender, gender identity, gender expression, race, ethnicity, national origin, religion, citizenship status, age, sexual orientation, disability, or their intersection. This Code of Conduct sets forth our commitment to providing a harassment-free and inclusive environment at SJDM-sponsored events (including all scientific meetings) as well as for all individuals engaged in SJDM-related business.

All members of SJDM are expected to:

- Engage in professional and constructive communication in person and online
- Handle dissent and disagreement with courtesy and civility, remaining open to alternative points of view
- Be proactive to help mitigate or avoid harassment or harm to other SJDM members, including but not limited to reporting such behavior or alerting security personnel if someone may be in imminent danger

SJDM does not tolerate discrimination or harassment in any form. Members are prohibited from:

- Intimidating, harassing, lewd, demeaning, bullying, or threatening speech or actions
- Persistent and unwelcome solicitation of emotional or physical intimacy, including but not limited to that which is accompanied by real or implied threat of personal harm
- Physical assault, including unwelcome touching or groping
- Retaliation against an individual for reporting harassment or prohibited conduct

Reporting of Prohibited Behavior

SJDM encourages reporting of all perceived incidents of harassment, discrimination, retaliation, or other prohibited behaviors taking place in conjunction with SJDM programs or activities. Individuals who believe they have been the victim of or witnessed such conduct are urged to contact one or more of the individuals listed below (see Reporting Mechanisms). If there is immediate danger, individuals should call 911 to contact local emergency services.

Consequences of Prohibited Behavior

Violation of this Code of Conduct is considered by SJDM to be a serious form of professional misconduct. The consequences for violations will be determined by factors including the immediacy of the threat to attendees, the severity and frequency of the violation, and whether the individual has been found to have past violations. Agreement to this Code of Conduct constitutes acknowledgement that (1) the possible disciplinary actions for its violation include but are not limited to a verbal warning, removal from an event without refund, restriction on attending future events, removal from membership, and forfeiture of previous awards or honors, and (2) SJDM
reserves the right, in consultation with the complainant, to notify a home institution or employer of a finding of misconduct in violation of this Code of Conduct.

**Reporting Mechanisms**

Please report any incidents to one or more of the following individuals:
(1) The current SJDM President
(2) The current SJDM Conference Chair
(3) The Diversity and Inclusion Committee Chair
(4) The graduate student representative on the Diversity and Inclusion Committee