



PIARA 2020 is committed to maintaining an environment free of sexual or gender-based discrimination or harassment. We have a zero-tolerance policy. Sexual harassment or assault are immediate grounds for dismissal from the project, regardless of scenario.

Behavioral Expectations for Project Members

Sexual assault is defined as sexual contact that was not enthusiastically consented to by all parties involved. Consent can be withdrawn at any time and cannot be elicited through coercion or while a person is under duress or intoxicated. At PIARA, sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and/or other verbal or physical conduct of a sexual nature that affects a person's safety, education, or employment. Finally, gender-based harassment is harassment that is not sexual in nature, but is based on gender, sex-stereotyping, or sexual orientation. Generally, harassment is a behavior that persists over time, but serious one-time incidents can also sometimes be considered harassment.

All these behaviors can create a hostile work environment and interfere with the teaching and research goals of PIARA participants. As we aim to foster a safe and supportive environment, we reserve the right to remove any students and/or staff who detract from that goal.

At the beginning of the project we will have an information session that will include guidelines for behavior and reporting misconduct. Please bring any and all questions or clarifications to the staff at the meeting, or whenever they arise. Students will sign a Code of Conduct that affirms their acknowledgement of these guidelines and their commitment to fostering a safe environment while a PIARA participant.

Reporting Guidelines

We encourage students to feel safe reporting any misconduct they experience or witness to field school staff or directors. They will respond to the reports appropriately, with consideration for the wishes of those involved and the safety of everyone on the project. PIARA staff members will take all allegations seriously.

This may involve investigating or corroborating the events that occurred. Regardless of the report outcome, we have a policy of anti-retaliation. No participant will be demoted or sanctioned for making a good-faith report.

Additional Information

All PIARA staff respect the sexual and gender identity and expression of participants. The managing director has participated in diversity training courses and is a SafeZONE Ally. We acknowledge the difficulties LGBTQ+ individuals may face in rural Peru, and we will prepare students appropriately. All bathroom facilities are gender neutral, and we will work with participants to offer flexible housing needs.

Before the start of the field school, we also encourage students to read the American Association of Physical Anthropologists [Code of Ethics](#) as well as the [statement on sexual harassment and assault](#). This will allow participants to reflect upon the appropriate ethical conduct of anthropological researchers, especially in a setting where human remains are present. If you have any additional questions or concerns, do not hesitate to contact PIARA directors.