



## **THE WESLEYAN ARGUS COMMUNITY GUIDELINES**

### **Updated January 2021**

By joining the staff of The Wesleyan Argus, you are agreeing to the following standards of conduct. These standards should govern your interactions with Argus staff members and members of the Wesleyan community. Behavior in violation of these guidelines could result in punitive measures as decided by [the Community Managers](#) and Editors-in-Chief.

The Argus strives to maintain a community of respect, and we are committed to creating a fun and comfortable environment in which all members of the Wesleyan community can learn about and participate in publishing a newspaper. While we all contribute to The Argus in different ways, we must appreciate any and all work that people put into the production of the paper. Writers, photographers, social media editors, copy, production, and layout staff members, ads, business, distribution, and web managers all perform essential functions for the paper, and no one job is more important than another. Each and every person on The Argus and in the Wesleyan community should be able to feel comfortable in our community.

### **Community Standards**

When engaging in Argus business, both with other staff members and members of the Wesleyan community, staff members should:

- Treat fellow and potential staff members, as well as sources, without prejudice on the basis of race, color, ethnicity, religion, national origin, veteran status, ability, sexual orientation, sex, gender, or gender expression. Hate speech of any kind is not tolerated.
- Communicate respectfully with staff members and members of the community with whom you are speaking, emailing, or messaging for Argus business.
- Recognize and appreciate the different kinds of work each staff member puts into the paper.
- Acknowledge power dynamics within staff/editor relationships and how these dynamics can result in intimidating or harmful situations. Under no circumstances should you exploit these relationships in or outside of the office.
- Keep confidential information—off-the-record interviews, content involved in investigative pieces—confidential, i.e. between the reporter, the relevant section editors, and the Editors-in-Chief.

### **Sexual Misconduct and Harassment**

The Argus subscribes to the same standards of conduct that the University outlines in its Code of Non-Academic Conduct. Any form of sexual misconduct or harassment among staff members will not be tolerated. In the event that an individual commits an act that constitutes sexual misconduct or harassment, the Community Managers and Editors-in-Chief may decide to take punitive action, which could range from demotion, suspension, or expulsion from staff. If an individual is found responsible for harassment or misconduct in a University Title IX case and a Community Manager or Editor-in-Chief is alerted, that individual will be automatically suspended from the Argus staff.

With this protocol, we aim to address some of the gaps in previous ad-hoc decisions made regarding the relationships between younger staff members and members of the editorial staff. This is not a prohibition on inter-staff relationships but rather an effort to promote a safe and comfortable work environment. We hope to illuminate power dynamics at play within the staff and mitigate possible abuses of such dynamics.

**Definition of sexual misconduct:** “Wesleyan University prohibits all forms of sexual misconduct. Sexual misconduct refers to a broad spectrum of behavior encompassing sexual harassment and all forms of non-consensual sexual activity. For the purposes of this policy, the University prohibits the following specific forms of sexual misconduct: sexual assault, sexual exploitation, intimate partner violence, stalking, sexual harassment and retaliation. Sexual misconduct affects individuals of all genders, gender identities, gender expressions, and sexual orientation and does not discriminate by racial, social, or economic background” (Page 25 of the 2018-2019 Student Handbook).

**Definition of sexual harassment:** “According to the state of Connecticut unwelcome sexual advances, requests of sexual favors, and/or other verbal or physical contact of a sexual nature constitute sexual harassment when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s [success on the paper]
- Submission to or rejection of such conduct by an individual is used as the basis for...evaluation and decisions affecting such an individual
- Such conduct has the purpose or effect of substantially interfering with an individual’s work performance or creating an intimidating, hostile, or offensive living, learning, or work environment” (Page 26 of the 2018-2019 Student Handbook).

By joining the staff of The Wesleyan Argus, you are agreeing to abide by the guidelines. If you experience any violations of the standards outlined in this document, you are encouraged to contact the Community Managers to address these concerns.

Thank you for working to create a fun and respectful environment for all Argus staff members.