

SBL Society of Biblical Literature

Career Center at the Annual Meeting Guidelines and Ethics Statement

The guidelines that the Society of Biblical Literature Career Center sets forth, following from the SBL Ethics Statement, are intended to engender safe, fair, and respectful practices among its users. If you have any problems with any of the guidelines or are subject to their transgression, please contact as soon as possible the Career Center staff at careercenter@sbl-site.org or in person at the Annual Meeting.

By using the services of the Society of Biblical Literature Career Center, employers/interviewers and candidates/interviewees agree to abide by the following guidelines and by the SBL Ethics Statement.

1. Interviewers should notify interviewees that they must be Annual Meeting registrants.
2. Interviewees are encouraged to register with Career Center.
3. Interviews conducted at SBL Meetings *require* an ad in Career Center.
4. Interviews registered through the Career Center will be conducted in space arranged for and scheduled by SBL staff.
5. Interviews are not *under any circumstances* to be conducted in sleeping rooms, even with the approval of the interviewer, interviewee, or otherwise.
6. Interviewers should notify the interviewee in a timely fashion of the exact location and time of their interview.
7. Interviewers should communicate in writing to interviewees that, if they request to be interviewed in a different place, it will be arranged without prejudice to their candidacies. If any candidate requests within a reasonable time that an interview be moved to a different venue, the interviewers should make a good faith effort to comply and notification should be given to the Career Center staff that such a change was requested along with the disposition of the request.
8. Interviewees and interviewers are free to enlist the mediation services of the Career Center staff in the event of differing views regarding compliance with these guidelines.
9. Grievances of any kind regarding interviews conducted at SBL Meetings may be filed with the Career Center staff and will be referred to the Career Center Advisory Committee for consideration.

SBL Ethics Statement

The members of the SBL constitute a community of scholars dedicated to promoting the critical investigation of biblical, religious, and theological literature and history, together with other

related literature, by the exchange of scholarly research both in published form and in public forum.

The core values of SBL are accountability, collaboration, collegiality, commitment, communication, efficiency, inclusiveness, leadership in biblical scholarship, productivity, responsiveness to change, scholarly integrity, and tolerance.

While freedom of inquiry is at the heart of this enterprise, such freedom carries with it the responsibility of professional conduct. As a learned society, the SBL requires professional and intellectual conduct of its members as they exchange scholarly research in SBL publications or at SBL annual, regional, or committee meetings wherever they are held.

Professional and intellectual conduct includes, but is not limited to, conduct which is based on respect for others and which does not in any way exploit power and/or status differences such as those that exist between faculty and students or between senior and junior colleagues. Professional and intellectual conduct is free of all forms of harassment and discrimination.

Discrimination means a distinction, whether intentional or not, relating to personal characteristics of an individual or group, which has the effect of imposing burdens, obligations, or disadvantages on such an individual or group not imposed on others; or which withholds or limits access to opportunities, benefits, and advantages available to other members of the SBL.

Harassment means vexatious comment or conduct in relation to a person or group of persons which has the effect or purpose of creating a hostile or intimidating environment when such treatment abuses the power that one person holds over another or misuses authority; or such treatment has the effect or purpose of offending or demeaning a person or group of persons on the basis of race, ancestry, place of origin, color, ethnic group, citizenship, sex, sexual orientation, disability, creed, age, or marital/family status.

Sexual harassment includes any unwanted sexual attention or behavior by a person who knows or ought reasonably to know that such conduct is unwanted; or any implied or expressed promise of reward for complying with a sexually orientated request; or any implied or expressed threat of reprisal, in any form either of actual reprisal or the denial of opportunity for the refusal to comply with a sexually orientated request; or any inappropriate verbal or physical conduct that has a focus on sexuality or sexual identity in what reasonably may be perceived as a hostile or intimidating environment.

The SBL is committed to the creation and maintenance of a discrimination- and harassment-free environment in all of its sanctioned activities. The professional conduct of all members who participate in such activities is essential to the achievement of this standard.