

MATERIAL ADVANTAGE ANTI-HARASSMENT POLICIES

The Material Advantage Student Program is organized by a partnership of the four leading materials science-related societies – ACerS, AIST, ASM International, and TMS.

All four partner societies are committed to ensuring that all Material Advantage activities are free from discrimination, harassment, and/or retaliation of any form. The Material Advantage partnership does not tolerate harassment in any form of anyone attending any Material Advantage event.

Each Society has its Anti-Harassment/Code of Conduct policies posted on its website:

- The American Ceramic Society (ACerS):
 - <https://ceramics.org/wp-content/uploads/2018/12/Anti-Harassment-Policy.pdf>
 - <https://ceramics.org/wp-content/uploads/2019/09/Appendix-8-Code-of-Conduct.pdf>
- Association for Iron & Steel Technology (AIST):
<https://www.aist.org/about-aist/leadership-governance/governance-policies>
- ASM International (ASM):
<https://www.asminternational.org/member-terms-and-conditions>
- The Minerals, Metals, and Materials Society (TMS):
 - <https://www.tms.org/portal/downloads/AboutTMS/SocietyGovernance/apm/MeetingsCode-of-Conduct.pdf>
 - <https://www.tms.org/portal/downloads/AboutTMS/SocietyGovernance/apm/TMSAnti-HarassmentPolicy.pdf>

What To Do:

Anyone who witnesses or is subject to any form of harassment as part of a Material Advantage event or activity has two options:

1. At an event site, immediately notify any available society staff member. For example, at the MS&T meeting, staff are located at the registration area, the information booths, or the Society lounges. The staff members will immediately contact the society leadership to assure that you receive a response as soon as possible.
2. Consult the above-referenced individual society policies and determine to which society you prefer to file a report. Follow the guidance provided. A society representative will act promptly. Any action that the society decides as appropriate in response to the report will be honored by the other partners in matters concerning Material Advantage.