

SCEH Policy on Diversity and Inclusivity

Adopted by the SCEH Executive Council, October 12, 2018

It is the policy of the Society for Clinical and Experimental Hypnosis (SCEH) and its officers and members not to engage in harassment or discrimination against any person because of aspects of individual difference or diversity, including, but not limited to: age; ability; race; ethnicity; national origin; sex; gender identity and expression; sexual orientation; socioeconomic status; non-faith and faith perspectives; primary language; family structure; professional discipline, and military experience. This policy applies to SCEH's conferences, trainings, and other activities, as well as its newsletters, website, and other communication forums. Complaints of discrimination or harassment should be directed to the SCEH Inclusiveness Officer,* or any officer of SCEH.

SCEH affirms the worth and dignity of each of its members and supports an inclusive environment where individual differences are appreciated, respected, valued, and viewed as a source of strength. It is the perspective of SCEH that diverse contributions lead to enhanced scientific and clinical knowledge and richer dialogue and inquiry with respect to hypnosis. SCEH therefore expects that its members will respect differences and seek to understand how others' perspectives may be different from their own.

To this end, SCEH seeks to foster inclusivity and diversity within membership and throughout SCEH's activities and communication materials. SCEH is also committed to supporting a wide range of identities and scientific, professional, social, and cultural needs in the development and planning of SCEH activities. This support includes (but is not limited to):

- Practicing non-discrimination in SCEH's newsletter, website, and other communication forums, as well as in its conferences, trainings, and other activities
- Actively working to foster a collegial and civil environment that is rooted in equal respect for all persons
- Cultivating an awareness of the ways in which various social, cultural, political, or economic privileges may be accessible to some members of SCEH and not others
- Increasing access to opportunities both within and without SCEH for all its members.

If you perceive that there are aspects of SCEH's meetings, trainings, or communications that present a barrier to your inclusion, please notify the SCEH Inclusiveness Director and the SCEH President as soon as possible.

Prepared by SCEH Inclusiveness Director, Janna Henning, JD, PsyD