

Harassment Committee for Awareness, Response and Equity (HCARE) of the AABA
2023-2024 Annual Report

Submitted by Andrea B. Taylor (Chair, AABA HCARE)

The HCARE was established by AABA Executive Committee leadership in February of 2020 as an ad hoc committee. The committee members serve by appointment of the AABA President. The committee is overseen by a chair, who is appointed for a four-year term by the AABA President.

Committee members: Jessica Brinkworth, Agustín Fuentes, Stephanie Meredith, and Robin Nelson

The HCARE was charged with the following responsibilities:

1. Assisting the Executive Committee officers in creating, implementing, and revising harassment, bullying, intimidation, retaliation, and/or assault reporting policies and procedures.
2. Receiving and responding to incoming reports of harassment, bullying, intimidation, retaliation, and/or assault.
3. Deliberating and determining appropriate responses.
4. Making recommendations to the AABA President.

The HCARE met six times between April 20, 2023 and March 20th, 2024.

Complaints

The HCARE received and assessed nine complaints regarding concerning behaviors. Eight of the complaints were communicated to HCARE via NAVEX, one of the complaints was communicated via email. Eight of the nine complaints involved concerning behaviors that occurred at the 2023 annual meeting of the AABA. All nine cases have been resolved and are officially closed.

Activities

The Committee has been exploring ways of increasing awareness of the HCARE. Beginning at the 2024 annual meeting, HCARE 'business' cards will be available that provide QR codes, the HCARE gmail address, and a phone number, to both improve awareness of HCARE and to facilitate reporting of harassment and other concerning behaviors.

New Committee Chair

At the close of the 2024 AABA business meeting, Andrea Taylor will rotate off as committee chair and Agustín Fuentes will assume the role of chair.