



SOCIETY FOR AMERICAN ARCHAEOLOGY

H. AND T. KING GRANT FOR PRECOLUMBIAN ARCHAEOLOGY

CALL FOR PROPOSALS

The Society for American Archaeology (SAA) invites proposals for the H. and T. King Grant for Precolumbian Archaeology for research that promises transformative contributions to our understanding of precolumbian cultures in Latin America. Applicants must have a degree in archaeology or a closely related field; those based in Latin American countries must have at least a Licenciado degree; applicants based outside Latin America (US, Canada, Europe, Africa, Asia, Australia, and New Zealand) must have a PhD.

SAA is open to proposals that involve field research, collection study, compilation or analysis of an existing dataset, and/or laboratory work. Grants are awarded to the most capable scholars, with the most promising projects. The SAA welcomes proposals from early career archaeologists or scholars—defined as those who received their advanced degree within five years of their application—and from senior scholars.

Complete applications with all materials must arrive no later than **February 15, 2019, at 12:59 p.m. Eastern Time**. The H. and T. King Grant Review Committee plans to announce award winners by April 10, 2019. Funds will be available for research activities, after execution of a grantee agreement, between May 1, 2019, and April 31, 2020.

PROPOSAL GUIDELINES

The H. and T. King Grant for Precolumbian Archaeology funds archaeological projects throughout Latin America (exclusive of the US) that are focused on the indigenous cultures from Mesoamerica, Central and South America, and the Caribbean. Grants are awarded annually for the following kinds of projects:

1. Archaeological field research that involves survey, testing, and/or site excavations
2. Analysis of excavation and survey data and artifact collections, including those housed in museums and universities

3. Laboratory work, technical analyses, including dating, and advanced technology-based projects

4. Research that would then be used as the foundation for developing a longer-term research program and for seeking major funding to carry out the research program's objectives

5. A discrete, additional part of a larger project, otherwise funded by other sources, which would bring the project to its full research potential

6. The completion of research and/or analyses for a long-term project to enable investigators to make research objectives publishable

ELIGIBILITY

Applicants based in Latin American countries must have at least a Licenciado degree in archaeology or a closely related field; applicants based outside Latin America (US, Canada, Europe, Africa, Asia, Australia, and New Zealand) must have a PhD in archaeology or a closely related field. Awards will be made to early career archaeologists (less than five years from PhD or Licenciado) and to senior archaeologists. Regardless of location, applicants should not be enrolled as undergraduate or graduate students or seeking a higher degree for the period of time covered by the grant. Applications for thesis or dissertation research will not be considered; no tuition costs can be covered.

AMOUNT OF GRANT

During each annual cycle, the H. and T. King Grant Review Committee will divide up to \$60,000 among at least two, but preferably more, winning proposals. Only direct costs will be covered, and no institutional overhead charges will be paid. Awards will be made to the applicant's institution, although awards to individuals are also possible. **Taxes may apply if the funds are granted to an individual**, and individual awardees are solely responsible for the payment of any taxes.

DEADLINE

Complete proposals (in pdf) should be submitted by e-mail to htkgrant.saa@gmail.com by February 15, 2019. Notification of awards will be made in April 2019.

PROPOSAL REQUIREMENTS

All proposals and applicants are expected to adhere to the SAA Principles of Archaeological Ethics (see appendix).

Complete proposals should include the following components:

1. COVER SHEET: The proposal begins with a cover sheet (<https://docs.google.com/forms/d/e/1FAIpQLSea743F7ulaSEU1FLNXUQJGJv0tovVs4yocwShJEw5LfVTsgA/viewform>) that includes the applicant's name; project title; amount requested; mailing

address, e-mail address, and telephone number; highest degree awarded and year awarded; institutional affiliation (if any) of the applicant(s); fieldwork location(s); and proposed starting date of fieldwork/analyses and end date for work to be funded under this grant.

2. **ABSTRACT:** A summary written in both Spanish and English, each no more than **500 words**. The abstract describes the project and explains its significance in a manner that is readily understandable to a non-archaeologist.

3. **PROJECT DESCRIPTION:** A description of the proposed project, not to exceed **2,000 words** (exclusive of cover sheet, bibliography, and appendix with curriculum vitae). If the proposed project is part of a larger research program, please briefly describe how this project relates to the larger project's objectives. The project description should begin with an introduction to the project and the subject of the research. It should explain the intellectual justification for the research project, the research objectives, the methods, and the work plan to meet the goals and objectives. The project description should also describe the qualifications of the investigators and collaborators, the schedule for completing the project, and any plans for publication and dissemination of the results.

4. **BUDGET:** A budget of research expenses in US dollars with justification of each item must be included. For airfares, please indicate who will be supported by this line item. Salaries of principal investigators will not be paid. Salaries and fees for in-country personnel mandated by the host country's permit regulations are allowed. Contact the H. and T. King Grant Administrator at SAA with any questions: htkgrant.saa@gmail.com. Fees for curation and permitting fees are allowed, but no institutional overheads will be paid. Proposals must list all other sources of support and amounts, both obtained and pending, for the proposed research

5. **PERMITS:** Proposals must include a statement on obtaining permission from the host country to conduct the project. If permits have been granted, the proposal should state this. We realize that until a grant is awarded, the application for a permit is usually not possible, unless the awardee's research is part of an ongoing project. In either case, the proposal should state which permits are required and the steps that will be taken to secure necessary permissions, if this has not yet been completed.

6. **SCHEDULE:** A schedule for the proposed research should be included along with a justified assurance that the research can be completed within the time frame.

7. **LOCATION:** Include a location map of the region and site(s) to be investigated and a site map, if available, as well as no more than two other relevant figures.

8. **BIBLIOGRAPHY:** A bibliography of references cited should be included and should demonstrate awareness of the literature relevant to the proposed research.

9. **PUBLICATIONS AND OUTPUTS:** Please describe all relevant research products you expect to produce (e.g., documentation, data, new tool, new method, website, media, publications, presentations, etc.).

10. STATEMENT OF AGREEMENT: Each investigator on the application must complete a required Statement of Agreement Form, defining any conflicts of interest (download and sign: https://drive.google.com/open?id=1c_C5hTsdxywcidmnYhYKta_iE3_R-dJ). Applicants are required to state that they understand the terms of the grant (a Grantee Agreement will be available by early January at saa.org). Signature indicates applicant's agreement to these terms and conditions, including the requirement that the proposal, research, and applicant and project members must comply with the SAA Principles of Archaeological Ethics (see appendix or saa.org/ethics).

11. CURRICULUM VITAE APPENDIX: Proposals must include the curriculum vitae of the principal investigator and of significant collaborators (including field directors) supervised by the principal investigator. The curriculum vitae of any specialists (metallurgists, physical anthropologists, etc.), if they will be supported by the project, should also be included. The proposal should provide information about other individuals who will be critical to the project, including local collaborators. Each curriculum vitae is limited to **four pages** and should be listed in an Appendix.

Each curriculum vitae should include the following:

- Contact Information: Name, Current job title, Mailing address, Telephone number(s), E-mail, Website (if any)
- Educational and Professional Preparation: A list of the individual's education and training, including Undergraduate Institution, Location, Discipline, Degree and Year; Graduate Institution, Location, Discipline, Degree and Year; Postdoctoral Institution (if any), Location, Discipline, Degree and Year
- Appointments: In **reverse chronological order**, list the individual's current academic/professional appointment; Previous appointment(s); First appointment
- Languages: Identify languages spoken and level of fluency
- Selected Field and Laboratory Experience: In **reverse chronological order**
- No more than 10 selected research products (publications, products, and/or reports) in **reverse chronological order**

CONTACT: For further information and questions, please contact H. and T. King Grant Administrator: htkgrant.saa@gmail.com.

PROPOSAL REVIEW AND ACCEPTANCE

The H. and T. King Grant Review Committee takes into consideration the applicant's professional and/or academic qualifications, including career stage, and how the project will expand and transform understanding of precolumbian cultures in Latin America. The major

criteria for selection are 1) promise of transformative contributions to our understanding of precolumbian cultures in Latin America, 2) the extent that a project will provide new information, 3) the extent that the principal investigator is likely to succeed at completing the described research project with the solicited funds according to the indicated schedule, and 4) the feasibility of the applicant's plans for distribution and publication of their research results and report(s).

Acceptance of a grant by an applicant constitutes an agreement between the principal investigator, his or her institution (if any), and SAA. Awardees must comply with grant requirements as stated in a signed Grantee Agreement. The stipulations include meeting all deadlines, barring unforeseen emergencies. At the conclusion of the grant period, Grantee agrees to return any unexpended or unaccounted for funds to SAA. Grantee agrees to return all disbursed funds if grant funds have not been used for their intended purpose, or if the proposed project is unable to be undertaken for unforeseeable reasons.

H. and T. King Grants do NOT provide funds for tuition or institutional overhead charges. If a grant is made to an individual, the SAA does not deduct income tax from any grants, which may be taxable in the hands of the Grantee. Grantee is responsible for payment of any taxes.

Principal investigators who have received funds from the SAA are eligible to reapply for additional grants after five years, but first-time applicants may be given greater priority.

FINAL REPORT

Awardees must submit a final report of the results of the project to SAA by a date to be specified in the Grantee Agreement, generally within 3 months of the project's completion or 15 months from the date of the award, whichever is earlier.

1. **REPORT GUIDELINES:** The report should summarize the results of the research in language understandable to a non-archaeologist, the research that was undertaken, and how it met the project's objectives. The report may be written in either Spanish or English. The report should include executive summaries of 250 words in both Spanish and English. The report should present plans for publication and dissemination of results and list all anticipated outputs, including publications, presentations, websites, etc. Location and site maps and other relevant figures and tables should be included. If applicable, the report should discuss plans for expanding the research and seeking additional funding. Principal investigators are expected to inform SAA of publications and presentations resulting from the research and are required to acknowledge support from the H. and T. King Grant for Precolumbian Archaeology wherever applicable. Unless SAA has agreed to a delayed final report for demonstrated reasons, if a principal investigator fails to submit a final report in accordance with the above conditions, the principal investigator will not be eligible for any future support from SAA.

2. **ACKNOWLEDGMENT LETTER:** The awardee will submit a one-page letter to the donors (c/o the SAA) to acknowledge appreciation for the support of the research. The letter should be submitted with the final report to the SAA.

3. **DATA ACCESSIBILITY and COLLECTIONS:** Awardees are expected to develop plans for the curation of any artifact collections, project records, and data. These should be discussed in the final report. How will the data and records from the project be managed after the project is completed? Will data/metadata be made available, when, and how or why not? Permanent archives include institutional repositories, and organizations such as Open Context (<https://opencontext.org>) and The Digital Archaeological Record (tDAR: <https://www.tdar.org/>). Awardees should be aware that scholarly journals often require such information as a condition of publishing.

4. **FINANCIAL ACCOUNTING:** Awardees whose funds are administered through their institutions are responsible for verifying the accuracy of the accounting. The principal investigator(s) must indicate his/her approval by signing the accounting. If an awardee receives the grant directly, s/he must prepare an accounting.

Any unused funds will be returned to SAA. Similar to the submitted budget, the accounting should itemize the actual expenses in dollars and include currency conversions. Significant changes from the proposed budget must be authorized by SAA. If prior approval was not obtained, the awardees may be required to reimburse SAA for unauthorized expenses.

5. **EQUIPMENT:** The purchase of any piece of equipment over 1,000 US dollars requires prior written permission from SAA. Please note that if permission is granted, the Grantee must propose to and receive permission from SAA for post-project disposition of this equipment and submit the agreed-upon documentation (such as a receipt for donation to a local institution). For such requests, please contact htkgrant.saa@gmail.com.

*Appendix: SAA Principles of Archaeological Ethics

At its April 10, 1996 meeting, the SAA Executive Board adopted the Principles of Archaeological Ethics, reproduced below, as proposed by the SAA Ethics in Archaeology Committee. The adoption of these principles represents the culmination of an effort begun in 1991 with the formation of the ad-hoc Ethics in Archaeology Committee. The committee was charged with considering the need for revising the society's existing statements on ethics. A 1993 workshop on ethics, held in Reno, resulted in draft principles that were presented at a public forum at the 1994 annual meeting in Anaheim. SAA published the draft principles with position papers from the forum and historical commentaries in a special report distributed to all members, *Ethics and Archaeology: Challenges for the 1990s*, edited by Mark. J. Lynott and Alison Wylie (1995). Member comments were solicited in this special report, through a notice in *SAA Bulletin*, and at two sessions held at the SAA booth during the 1995 annual meeting in Minneapolis. The final principles, presented here, are revised from the original draft based on comments from members and the Executive Board.

The Executive Board strongly endorses these principles and urges their use by all archaeologists "in negotiating the complex responsibilities they have to archaeological resources, and to all who have an interest in these resources or are otherwise affected by archaeological practice (Lynott and Wylie 1995:8)." The board is grateful to those who have contributed to the development of these principles, especially the members of the Ethics in Archaeology Committee, chaired by Mark. J. Lynott and Alison Wylie, for their skillful completion of this challenging and important task. The bylaws change just voted by the members has established a new standing committee, the Committee on Ethics, that will carry on with these crucial efforts.

Principle No. 1:

Stewardship

The archaeological record, that is, in situ archaeological material and sites, archaeological collections, records and reports, is irreplaceable. It is the responsibility of all archaeologists to work for the long-term conservation and protection of the archaeological record by practicing and promoting stewardship of the archaeological record. Stewards are both caretakers of and advocates for the archaeological record for the benefit of all people; as they investigate and interpret the record, they should use the specialized knowledge they gain to promote public understanding and support for its long-term preservation.

Principle No. 2:

Accountability

Responsible archaeological research, including all levels of professional activity, requires an acknowledgment of public accountability and a commitment to make every reasonable effort, in

good faith, to consult actively with affected group(s), with the goal of establishing a working relationship that can be beneficial to all parties involved.

Principle No. 3:

Commercialization

The Society for American Archaeology has long recognized that the buying and selling of objects out of archaeological context is contributing to the destruction of the archaeological record on the American continents and around the world. The commercialization of archaeological objects - their use as commodities to be exploited for personal enjoyment or profit - results in the destruction of archaeological sites and of contextual information that is essential to understanding the archaeological record. Archaeologists should therefore carefully weigh the benefits to scholarship of a project against the costs of potentially enhancing the commercial value of archaeological objects. Whenever possible they should discourage, and should themselves avoid, activities that enhance the commercial value of archaeological objects, especially objects that are not curated in public institutions, or readily available for scientific study, public interpretation, and display.

Principle No. 4:

Public Education and Outreach

Archaeologists should reach out to, and participate in cooperative efforts with others interested in the archaeological record with the aim of improving the preservation, protection, and interpretation of the record. In particular, archaeologists should undertake to: 1) enlist public support for the stewardship of the archaeological record; 2) explain and promote the use of archaeological methods and techniques in understanding human behavior and culture; and 3) communicate archaeological interpretations of the past. Many publics exist for archaeology including students and teachers; Native Americans and other ethnic, religious, and cultural groups who find in the archaeological record important aspects of their cultural heritage; lawmakers and government officials; reporters, journalists, and others involved in the media; and the general public. Archaeologists who are unable to undertake public education and outreach directly should encourage and support the efforts of others in these activities.

Principle No. 5:

Intellectual Property

Intellectual property, as contained in the knowledge and documents created through the study of archaeological resources, is part of the archaeological record. As such it should be treated in accord with the principles of stewardship rather than as a matter of personal possession. If there is a compelling reason, and no legal restrictions or strong countervailing interests, a researcher may have primary access to original materials and documents for a limited and reasonable time, after which these materials and documents must be made available to others.

Principle No. 6:

Public Reporting and Publication

Within a reasonable time, the knowledge archaeologists gain from investigation of the archaeological record must be presented in accessible form (through publication or other means) to as wide a range of interested publics as possible. The documents and materials on which publication and other forms of public reporting are based should be deposited in a suitable place for permanent safekeeping. An interest in preserving and protecting in situ archaeological sites must be taken in to account when publishing and distributing information about their nature and location.

Principle No. 7:

Records and Preservation

Archaeologists should work actively for the preservation of, and long term access to, archaeological collections, records, and reports. To this end, they should encourage colleagues, students, and others to make responsible use of collections, records, and reports in their research as one means of preserving the in situ archaeological record, and of increasing the care and attention given to that portion of the archaeological record which has been removed and incorporated into archaeological collections, records, and reports.

Principle No. 8:

Training and Resources

Given the destructive nature of most archaeological investigations, archaeologists must ensure that they have adequate training, experience, facilities, and other support necessary to conduct any program of research they initiate in a manner consistent with the foregoing principles and contemporary standards of professional practice.

Principle No. 9:

Safe Educational and Workplace Environments

Archaeologists in all work, educational, and other professional settings, including fieldwork and conferences, are responsible for training the next generation of archaeologists. Part of these responsibilities involves fostering a supportive and safe environment for students and trainees. This includes knowing the laws and policies of their home nation and institutional workplace that pertain to harassment and assault based upon sex, gender identity, sexual orientation, ethnicity, disability, national origin, religion, or marital status. SAA members will abide by these laws and ensure that the work and educational settings in which they have responsible roles as supervisors are conducted so as to avoid violations of these laws and act to maintain safe and respectful work and learning environments.

Principios de Ética Arqueológica

En su reunión del 10 de abril de 1996, la Junta Directiva de la SAA adoptó los Principios de la ética arqueológica, que se reproducen más adelante, tal como fueron propuestos por la Comisión de Ética en la Arqueología de la SAA. La adopción de estos principios representa la culminación de un esfuerzo iniciado en 1991 con la formación de la Comisión de Ética en Arqueología. La misión encomendada al comité fue considerar la necesidad de revisar las declaraciones sobre ética existentes de la sociedad. Un taller sobre ética celebrado en Reno en 1993 dio como resultado la elaboración de un borrador de principios que se presentaron ante un foro público en la reunión anual de 1994 en Anaheim. La SAA publicó el borrador de los principios junto con ponencias de posición del foro y comentarios históricos, en un informe especial distribuido a todos los socios bajo el título de *Ethics and Archaeology: Challenges for the 1990s* (Ética y Arqueología: Desafíos para los años noventa), editado por Mark J. Lynott y Alison Wylie (1995). En este informe especial se solicitaron comentarios de los socios, a través de un aviso publicado en *SAA Bulletin*, y en dos sesiones celebradas en el local de la SAA durante la reunión anual de 1995 en Minneapolis. La versión final de los principios, que se presenta aquí, es una revisión del borrador original basada en comentarios de los socios y de la Junta Ejecutiva.

La Junta Ejecutiva apoya enérgicamente estos principios e insta a todos los arqueólogos a adoptarlos “al negociar las complejas responsabilidades que tienen ante los recursos arqueológicos, y a todos aquellos que tienen un interés en estos recursos o que son afectados de alguna otra forma por el ejercicio de la arqueología (Lynott y Wylie 1995:8).” La junta agradece a todos los que han contribuido al desarrollo de estos principios, especialmente a los miembros de la Comisión de Ética en la Arqueología, presidido por Mark J. Lynott y Alison Wylie, por la hábil realización de esta difícil e importante tarea. El cambio de los estatutos que acaban de votar los socios ha establecido una nueva comisión permanente, la Comisión de Ética, que llevará a cabo estos esfuerzos cruciales.

Principio No. 1:

Administración

El registro arqueológico, es decir, el material arqueológico in situ y los sitios, las colecciones arqueológicas, los registros e informes, es irremplazable. Es responsabilidad de todos los arqueólogos trabajar para la conservación a largo plazo y la protección del registro arqueológico practicando y fomentando la administración del registro arqueológico. Los administradores cumplen la función doble de cuidadores y defensores del registro arqueológico en beneficio de toda la población; al investigar e interpretar el registro deberán emplear el conocimiento especializado que adquieren para fomentar la comprensión del público y respaldar su preservación a largo plazo.

Principio No. 2:

Responsabilidad

La investigación arqueológica responsable, abarcando todos los niveles de la actividad profesional, requiere reconocer la responsabilidad pública y el compromiso de hacer todo lo

posible, de buena fe, para consultar activamente con los grupos afectados, con la meta de establecer una relación de trabajo que sea beneficiosa para todas las partes interesadas.

Principio No. 3:

Comercialización

La Sociedad de la Arqueología Americana (SAA) ha reconocido desde hace mucho tiempo que la compraventa de objetos fuera del contexto arqueológico está contribuyendo a la destrucción del registro arqueológico de los continentes americanos y de todo el mundo. La comercialización de los objetos arqueológicos – su uso como productos sujetos a explotación para disfrute o ganancia personal – redundará en la destrucción de los sitios arqueológicos y de la información contextual que es esencial para entender el registro arqueológico. Por lo tanto, los arqueólogos deberán ponderar cuidadosamente los beneficios para el conocimiento de un proyecto contra los costos de incrementar el valor comercial potencial de los objetos arqueológicos. Siempre que sea posible deberán desalentar, y deberán evitar personalmente, aquellas actividades que incrementan el valor comercial de los objetos arqueológicos, especialmente de objetos que no se han conservado en instituciones públicas, o que no están fácilmente a disposición del estudio científico, la interpretación pública y la exposición.

Principio No. 4:

Educación pública y extensión

Los arqueólogos deberán tratar de tender una mano y de participar en esfuerzos cooperativos con otros interesados en el registro arqueológico, dentro del marco de mejorar la preservación, protección e interpretación del registro. En particular, los arqueólogos deberán procurar: 1) conseguir el apoyo del público para la administración del registro arqueológico; 2) explicar y fomentar el uso de métodos y técnicas arqueológicas para entender el comportamiento y la cultura humana; y 3) comunicar las interpretaciones arqueológicas del pasado. Entre los numerosos públicos para la arqueología cabe mencionar estudiantes y maestros; nativos americanos y otros grupos étnicos, religiosos y culturales que encuentran en el registro arqueológico aspectos importantes de su patrimonio cultural; legisladores y funcionarios gubernamentales; reporteros, periodistas y otros representantes de los medios de difusión; y el público general. Los arqueólogos que no pueden asumir directamente la educación y la participación con el público deberán alentar y respaldar los esfuerzos de otros en estas actividades.

Principio No. 5:

Propiedad intelectual

La propiedad intelectual, tal como se encuentra en el conocimiento y los documentos creados mediante el estudio de los recursos arqueológicos, forma parte del registro arqueológico. En este sentido se lo debe tratar en conformidad con los principios de la administración más que como cuestión de posesión personal. Si hay una razón imperiosa, y en ausencia de restricciones legales o de fuertes intereses compensatorios, el investigador puede tener el acceso principal a los materiales y documentos originales por un período limitado y razonable, después del cual estos materiales y documentos deben ponerse a disposición de otros interesados.

Principio No. 6:

Información pública y publicación

Dentro de un período prudencial, el conocimiento que adquieren los arqueólogos a través de la investigación del registro arqueológico, deberá presentarse en forma accesible (mediante publicación u otros medios) a la gama más amplia posible de públicos interesados. Los documentos y materiales sobre los cuales se base la publicación y otras formas de presentación de la información al público deberán depositarse en un lugar adecuado para ponerlos a buen recaudo. Asimismo, deberá tenerse en cuenta algún interés en preservar y proteger los sitios arqueológicos in situ al publicar y distribuir información sobre sus características y localización.

Principio No. 7:

Registros y preservación

Los arqueólogos deberán trabajar activamente para la preservación de las colecciones, registros e informes arqueológicos, y el acceso a largo plazo a éstos. Con este fin, deberán alentar a los colegas, estudiantes y otros interesados a utilizar las colecciones, registros e informes en forma responsable durante sus investigaciones, a fin de presentar el registro arqueológico in situ, y de intensificar el cuidado y la atención que se preste a esa parte del registro arqueológico que se haya retirado e incorporado en colecciones, registros e informes arqueológicos.

Principio No. 8:

Capacitación y recursos

En vista de la naturaleza destructiva de la mayoría de las investigaciones arqueológicas, los arqueólogos deben garantizar que poseen la adecuada capacitación, experiencia, instalaciones y otros medios de apoyo necesarios para realizar cualquier programa de investigación que inicien, en forma congruente con los principios precedentes y con las normas contemporáneas del ejercicio de la profesión.

Principio No. 9:

Entornos educativos y laborales seguros

Los arqueólogos en todos los entornos laborales, educativos y demás escenarios profesionales, incluyendo en el trabajo de campo y en las conferencias, son responsables de preparar a la próxima generación de arqueólogos. Parte de esta responsabilidad implica fomentar un entorno solidario y seguro para los estudiantes y aprendices, lo que incluye conocer las leyes y políticas de su país de origen y de la institución para la que trabajan relacionadas con el acoso y agresiones por motivos sexuales, de identidad de género, orientación sexual, etnicidad, discapacidad, origen nacional, religión o estado civil. Los miembros de la SAA se apegarán a estas leyes y garantizarán que los entornos laborales y educativos en los que desempeñan cargos de responsabilidad, tales como supervisores, se dirijan de tal manera que se eviten las violaciones a estas leyes y que se actúe para mantener entornos de trabajo y de aprendizaje seguros y respetuosos.

**As of December 19, 2018. Please check www.saa.org for updates prior to submitting a proposal.*