ILR REVIEW CONDITIONS of Publication

The ILR Review will not consider any paper under simultaneous review by any other journal or publisher. After a paper is accepted, we require authors to complete and sign a publishing agreement. Authors maintain copyright of their work; however, the Review and its publisher, SAGE Publishing, hold publication rights (see section below on Publisher’s Use of the Contribution). If a manuscript contains data or theory that have appeared in print elsewhere, or have been presented at a conference, we require a footnote on the first page of the manuscript giving the complete citation to the prior publication or conference presentation. Additionally, in your initial cover letter, please alert us to any earlier versions published elsewhere, and be prepared to provide a copy to us, if requested.

ILR REVIEW DATA ACCESS POLICY

The ILR Review’s data access policy has the goal of improving the transparency and availability of data among scholars in our field. Authors of accepted manuscripts are expected to preserve the data and code used in their analyses and to make the data available to others at reasonable cost from a date six months after the ILR Review publication date and for a period of three years thereafter. A statement to this effect will be included in a footnote on the first page of the published article.

Authors will confirm their agreement with this requirement when they upload their manuscript in the ILR Review’s online system. Those who wish to request an exemption from this requirement should follow the steps listed below. The use of proprietary data sets or those attained via a non-disclosure agreement (NDA), for example, may prompt an exemption request. Failure to honor data requests may jeopardize future publication in the ILR Review.

Waiver Request

The ILR Review may grant a waiver of the data access policy if the data meet these criteria: 1) Data can be obtained through alternative methods, and 2) The authors provide guidance about obtaining the data.

If a waiver is needed, please make the request as part of your cover letter at the time of manuscript submission. The waiver request should include a brief explanation of why the waiver is required (e.g., data must be kept anonymous to protect the subject of the research) and how you plan to meet the criteria. In addition, if alternative methods are available by which other researchers may obtain the data, please explain how the authors will provide guidance about obtaining the data. For example, researchers using data that can be accessed only with prior approval from some provider or authority, such as those using data in the Federal Statistical Research Data Center (FSRDC) network, should indicate that the data can be available by going through the appropriate approval process with that organization.
More generally, The Review encourages authors to post their data in online archives of their choosing.

**CONTRIBUTORS’ RESPONSIBILITIES**

Cornell and SAGE Publishing are sympathetic to the needs of scholars to include other copyrighted material in their Contribution. Detailed guidance on copyright matters is available on SAGE’s permissions site: [https://us.sagepub.com/en-us/nam/journals-permissions](https://us.sagepub.com/en-us/nam/journals-permissions). Responsibility for obtaining permission for any copyrighted material that cannot be included under the Fair Use doctrine rests with Contributors.

If a paper (the Contribution) includes material for which Contributors do not hold the copyright, Contributors are responsible for submitting written permission from the copyright holder of the material to include and reproduce the material within the Contribution. The permission must allow publication in all media and all languages throughout the world in perpetuity. Contributors are responsible for the payment of such permissions.

Please note: Whether the material is being used with permission, or on the basis that it falls under “fair dealing” or “fair use,” full citation for the copyright holder and original publication of the material must be included with the submission.

**CONTRIBUTORS’ RIGHTS**

1. You retain the copyright in your originally submitted Contribution.

2. You may do whatever you wish with the version of the Contribution you submitted to the Journal (version 1).

3. Once the Contribution has been accepted for publication, you may post the accepted version of the Contribution (version 2) on your own personal website, your department’s website, or the repository of your institution without any restrictions.

4. You may not post the accepted version of the Contribution (version 2) in any repository other than those listed above (i.e., you may not deposit in the repository of another institution or a subject repository) until 12 months after publication of the Contribution in the Journal.

5. You may use the published Contribution (version 3) for your own teaching needs or to supply on an individual basis to research colleagues, provided that such supply is not for commercial purposes.

6. You may use the Contribution (version 3) in a book you write or edit any time after publication in the Journal.
7. You may not post the published article (version 3) on a website or in a repository without permission from SAGE.

8. When posting or re-using the Contribution, please provide a link to the appropriate DOI for the published version of the Contribution on SAGE Journals (http://journals.sagepub.com/home/ilr).

All commercial and any author re-use of the Contribution not specified above should be referred to SAGE. More information can be found at http://www.sagepub.com/journalsPermissions.nav.

**SAGE will directly, or through a third-party intermediary, provide the Corresponding Contributor of the Contribution with an electronic copy of the Contribution.**

**PUBLISHER’S USE OF THE CONTRIBUTION**

Although Contributors have retained the copyright in the Contribution, Contributors have granted Cornell and SAGE Publishing an exclusive license to exercise the rights under copyright. This helps ensure protection against infringement of copyrighted material through breach of copyright or piracy anywhere in the world. It also ensures that requests from third parties to reprint or reproduce all or any part of the Contribution are handled efficiently many years after publication of the Contribution, ensuring the ability of the Contribution to receive broad dissemination.

This journal is a member of the [Committee on Publication Ethics (COPE)](http://wwwCOPE).