

## Code of Conduct

### Brief

- We want everyone to enjoy the event and feel able to contribute and so will treat each other with dignity and respect
- **We will respect everyone's pronouns**
- All communication, be it online or in person, will be appropriate for a professional audience and be considerate of people from different cultural backgrounds
- We will not publicly share any communication on anyone's personal circumstances or experience
- We will be kind to each other and will not insult or put down other conference attendees
- We agree that harassment and exclusionary jokes are not appropriate
- Harassment includes offensive verbal comments, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of discussions, inappropriate physical contact and unwanted sexual attention
- We will contribute to discussion with a constructive and positive approach
- Be aware of your privilege and take a step back so marginalised people can lead, consciously challenging any implicit hierarchy where gender is believed to trump other dimensions of marginalization including race<sup>1</sup>
- Believe people's accounts of their experiences of marginalisation, and honour people's vulnerability by not disputing their lived experience, keeping in mind the previous principle<sup>1</sup>
- All the experiences that are shared here may be deeply personal and should be treated in confidence. While we cannot guarantee full confidentiality, we request that unless explicit consent is requested and given, that discussions held in the room should stay in the room<sup>1</sup>
- When sharing the event on social media, we ask you to respect other participants, you are not permitted to make derogatory comments or posts about any person in the discussion, or to share experiences that are not yours without explicit consent<sup>1</sup>

## Detailed

Evidence Base is dedicated to providing a harassment-free experience for everyone participating in their events, activities and workshops. We are conscious of creating a space where sensitive topics can be discussed and participants feel able to ask questions without fear of reprisal or humiliation. With this in mind it is important to remain respectful of the experience of others and mindful of the fact that there are oppressions that some of us are disadvantaged by and some of us benefit from. We will not tolerate harassment of participants in any form. Any participants violating these rules may be sanctioned or expelled.

Examples of harassment include (but are not necessarily limited to) offensive verbal comments and/or imagery related to gender, gender reassignment, gender identity (**Please respect a person's pronouns**) and expression, age, marriage and civil partnership, pregnancy and maternity, sex, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion or belief and/or technology choices. Other examples of harassment include sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention. **All examples of harassment are equally important.**

If a participant engages in harassing behaviour, the organisers may take appropriate action, including warning the offender or expulsion from the event with no refund. Participants asked to stop any harassing behaviour are expected to comply immediately. If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact Katie Nicoll Baines, or if you feel unable to voice concerns in person send an email to [k.nicollbaines@ed.ac.uk](mailto:k.nicollbaines@ed.ac.uk).

When taking a report, we will ensure you are safe and cannot be overheard. We may involve other event/University staff to ensure your report is managed properly. Once safe, we will ask you to tell us about what happened. This can be upsetting, but we will handle it as respectfully as possible, and you can bring someone to support you. You will not be asked to confront anyone. If you report an incident we may not be able to guarantee complete confidentiality (e.g. if there are immediate safety concerns), but we will treat any information you give us with discretion and respect. Sometimes there

may not be enough evidence available for us to take action against another participant. Where this occurs, we will explain this to you, and try to find out whether there are other ways to support you.

#### References/Acknowledgements:

With thanks to Udeni Salmon for highlighting the important guidance from **Building the Anti-Racist Classroom** which has been included in this latest version of the guidance.

1. <https://barcworkshop.org/resources/principled-space/>

Other elements of this Code of Conduct have been adapted from:

[http://geekfeminism.wikia.com/wiki/Conference\\_anti-harassment/Policy](http://geekfeminism.wikia.com/wiki/Conference_anti-harassment/Policy)