

## Code of Conduct

**Every member of our community should feel seen, heard, and included in a working and learning environment that fosters diversity in perspectives, approaches, lived experiences and individual characteristics.**



### **This means, as a community and individually, we actively:**

Learn how to prevent and address the impact of inappropriate behaviour to **foster an environment** free from prejudice, discrimination, harassment, bullying and microaggressions.

Value unique experiences, different perspectives and distinct needs – particularly for underrepresented groups – through our everyday actions to **create a culture** of inclusion.

**Act as advocates** for professional services staff to ensure their expert advice is recognised and valued as equal to that of educators, academics and researchers.

Provide all staff and students with opportunities to **progress and develop** successful careers.

**Acknowledge** the challenges that impact others' experiences and recognise that our interactions with each other may impact someone's wellbeing.

If you witness or experience behaviour inconsistent with this Code of Conduct:

- Report it through 'Report + Support'
- Include, challenge, support and connect by using practices outlined in King's 'Principles in Action'.
- Take direct action, distract, delegate to someone with authority or offer support to **be an active bystander**.

**Further resources and examples are explored in our guidance here**

