

# Centre for Doctoral Studies Centre for Research Staff Development Code of Conduct for events

Research Talent (which comprises of the Centre for Doctoral Studies and Centre for Research Staff Development) is dedicated to the provision of a welcoming, safe and productive environment for all individuals who run and attend our events.

We seek to promote an inclusive and accepting environment that is completely fair and totally free from [discrimination, bullying and harassment](#), where views and opinion can be expressed openly and freely.

We do not tolerate any form of intimidation, harassment, or disrespectful conduct at our events. Harassment includes deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome attention. Any individual who is asked to stop any harassing behaviour is expected to comply immediately.

All communications should be appropriate for a professional audience including people of many different backgrounds.

## **In order to achieve our goals**

We encourage critical discussion provided it is carried out in a respectful manner that encourages and places equal value on the views, perspectives and experiences of other participants.

We expect all individuals to follow these rules in order to provide a safe and inclusive experience for everyone running and attending the event.

## **Expected Behaviour**

- Communicate openly with respect and consideration for others, valuing a diversity of views and opinions.
- Avoid personal attacks directed toward other attendees, participants, volunteers, and staff.
- Be mindful of your surroundings and your fellow participants. Alert staff if you notice a dangerous situation or someone in distress.
- Respect the rules and policies of King's College London.
- Turn off any ringers or otherwise disrupting devices during oral presentations.

## **Unacceptable Behaviour**

It is important that no attendee or staff member is ever belittled, criticized or made to feel unsafe during our events. The following behaviour will not be tolerated:

- Harassment, intimidation, or discrimination in any form.
- Physical, written, or verbal abuse of any attendee, speaker, volunteer, or staff member.
- Examples of unacceptable behaviour include, but are not limited to:
  - verbal comments related to gender, ethnicity, sexual orientation, disability, physical appearance, body size, religion, national origin; inappropriate use of nudity and/or sexual images in public spaces or in presentations, threatening or stalking any attendee, speaker, volunteer, staff member, or other meeting guest.



## **What to do about any behaviour that contravenes the Code of Conduct**

If you are being harassed or notice that someone else is being harassed or you have any other concerns, we ask that you let us know through your course organiser. They will take immediate steps to address the situation and, if appropriate, will help with the preparation of a written report and collection of details relating to any incident.

**All reports are confidential**