

## Biochemical Society Events: Code of Conduct

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### Code of Conduct

All delegates, speakers, and sponsors at any Biochemical Society event are required to read and adhere to the following Code of Conduct. This code will be implemented throughout the event.

### Ethos

This Code of Conduct aims to enable all delegates, speakers, sponsors, volunteers and staff to enjoy, participate in and contribute to the event and to ensure that individuals or groups do not feel harassed or uncomfortable in participating in any Biochemical Society event. The Biochemical Society welcomes you to take part in the event and hopes that this code helps you to participate fully.

### Expectations

The Biochemical Society is dedicated to providing a harassment-free experience for everyone, regardless of protected characteristics included in the Equality Act 2010\* or aspects of diversity not currently covered by the Act (e.g. socio-economic status). We do not accept harassment or intimidation of delegates, speakers, sponsors, volunteers or staff in any form whether verbal, physical, or written (including on Social Media, text-based chat/Q&A or by email). This expectation stands regardless of whether alcohol is provided/has been consumed at the event. Participants who do not adhere to these rules may be removed from the event at the discretion of the Programme Committee and Society Staff. The decision to eject participants/delegates once made and communicated by the Programme Committee is final.

Harassment includes, but is not limited to:

- a) Offensive or unwanted conduct on the basis of age, disability, gender reassignment, identity or expression, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation which has the purpose or effect of violating dignity or creating an intimidating, hostile or degrading environment.
- b) Use of sexualised or other inappropriate images or unwelcome sexualised content, inappropriate physical contact, unwelcome sexual attention or stalking.
- c) Sustained interruption of speakers or those asking questions.
- d) Unwanted photography or filming.

Intimidation includes, but is not limited to:

- a) Making threats
- b) Bullying
- c) Personal attacks

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of staff immediately. Biochemical Society staff can be identified through their branded badges or via [conferences@biochemistry.org](mailto:conferences@biochemistry.org). Staff will be happy to help participants contact venue security or local police force, provide escorts if possible, or otherwise assist those experiencing harassment or intimidation to feel safe at the event. The Biochemical Society reserves the right to remove any individual from the event if they break the Code of Conduct. No reimbursement of event or associated costs will be made. If there is suspicion of a crime being committed it may be reported to the appropriate authorities. We expect participants to follow these rules at all Biochemical Society events and associated activities.

Please note that removal from an event does not imply formal/legal accusation of harassment on the part of the Biochemical Society.

*Conferences and Events, Biochemical Society*

### References

1. [The EDIS Symposium 2019 Code of Conduct & Inclusion Statement](#)
2. [The Equality Act 2010 guidance](#)
3. [Stonewall glossary of terms](#)
4. [Mencap health inequalities information 'Being disabled in Britain: A journey less equal'](#) – Equality Human Rights Commission 2017

\*or any subsequent updates to this legislation