# Society for Applied Microbiology Events: Code of Conduct

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This Code of Conduct has been created with the expectation that SfAM’s events will live up to the Society’s values.

The Society is modern, innovative, and progressive; values equality,diversity, inclusion, integrity, honesty, and respect; and seeks to promote excellence and professionalism and to inspire the next generation of microbiologists.

This Code of Conduct has been established in conjunction with the Universal Ethical Code for Scientists and the Nolan Principles.

All delegates, speakers, sponsors, volunteers and staff at any Society for Applied Microbiology (SfAM) event are required to read and follow the Code of Conduct. Organisers will implement this Code throughout the event.

# Ethos

This Code of Conduct aims to enable all delegates, speakers, sponsors, volunteers and staff to enjoy, participate in and contribute at all SfAM events and to ensure that individuals or groups do not feel harassed or uncomfortable in participating in any SfAM event or associated activities. SfAM welcomes you to take part in our events and hopes that this Code helps you to participate fully.

# Expectations

The Society for Applied Microbiology is dedicated to providing a harassment-free experience for everyone, regardless of protected characteristics described by the Equality Act or aspects of diversity not currently covered by the Act (e.g. socio- economic status). We do not accept harassment or intimidation of symposium/conference delegates, speakers or staff in any form whether verbal, physical, or written (including social media or by email). Participants who do not follow the Code may be removed from the event.

# Definitions

Harassment includes, but is not limited to:

1. Offensive or unwanted conduct on the basis of age, disability, gender reassignment, 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.
2. Use of sexualised or other inappropriate images or unwelcome sexualised content, inappropriate physical contact, unwelcome sexual attention or stalking.
3. Sustained interruption of speakers or those asking questions.
4. Unwanted photography or filming.

Intimidation includes, but is not limited to:

1. Making threats
2. Bullying
3. Personal attacks

# Action to take at the event

If you are being harassed or intimidated, notice that this is happening to someone else, or have any other concerns, please contact a member of SfAM staff immediately.

SfAM staff will be happy to help anyone experiencing harassment or intimidation.

SfAM staff may remove any individual from the event if they breach the Code, with no reimbursement of event or associated costs made.