

REACH 2019 Conference Code of Conduct

REACH is committed to creating and maintaining a friendly, safe and inclusive environment at the REACH 2019 Conference, regardless of age, gender, sexual orientation, race, language, political or other opinion, national or social origin, disability, physical appearance, religion or other status. We value the participation of each attendee and want them to have an enjoyable and fulfilling experience. Accordingly, all attendees are expected to show respect and courtesy to other attendees throughout the conference. This code of conduct sets expectations for participant behaviour during the conference, and outlines how to report an incident of discrimination, bullying or harassment should the attendees experience them.

ALL PARTICIPANTS ARE EXPECTED TO

- Be considerate, inclusive, respectful and collaborative
- Refrain from intimidating, discriminatory, harassing or demeaning behavior (see unacceptable behaviour in the next section)
- Alert staff if you notice someone in distress

UNACCEPTABLE BEHAVIOUR

Examples of unacceptable behaviour include: intimidation, harassment, bullying, discrimination, derogatory or demeaning conduct related to age, gender, sexual orientation, race, language, political or other opinion, national or social origin, disability, physical appearance, religion or other status. The University of Oxford takes harassment and issues relating with inappropriate behaviour seriously. Participants found to be engaging in behaviour that violates this code of conduct will be dealt with via the University's harassment procedures (find out more [here](#)).

REPORTING UNACCEPTABLE BEHAVIOUR

If you are being subject to or notice that someone else is being subject to unacceptable behaviour, or have any other concerns, please take one of the following actions:

- Report it directly to a member of the Conference staff – they will be wearing easily recognisable badges with a specific colour.

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- Report it by email to the conference organiser: REACH2019conference@ouce.ox.ac.uk
- We will also make available an anonymous online form where incidents can be reported. It will be shared with all delegates along with other essential information about the conference in March 2019.

We encourage you to report any form of discrimination or harassment even if you do not wish for a formal follow-up procedure to take place. This will help us better understand the varying degrees of discrimination and harassment taking place, and explore how we can prevent them in future events.

All reports are confidential. All of our conference staff (including all volunteers) will have received appropriate training in dealing with a report of unacceptable behaviour.