

The Physiological Society

Events Code of Conduct

Introduction

We are committed to providing an inclusive environment at our events – both online and in-person – in which all feel welcome, secure and comfortable. We believe that this environment is essential to the open exchange of ideas. Discrimination, harassment and bullying of any form are not tolerated at our events. In the event of discrimination, harassment or bullying, we want to ensure that everyone feels able to report incidences.

Everyone at our events, including attendees, speakers, organisers, sponsors, volunteers and staff, must agree to the following code of conduct to help ensure a safe and inclusive experience for everyone. This code of conduct will be enforced at any Society or Society-supported conference or event, whether in-person or online.

Code of conduct

1. All attendees should treat others as equals and with respect and dignity, regardless of ethnic or national origin, race, religion, citizenship, language, political or other opinion, sex, gender identity, gender expression, sexual orientation, disability, physical appearance, age, and social or economic position.
2. We have a policy of zero tolerance for harassment, discrimination and bullying of any participant in any form. This includes, but is not limited to, offensive comments, deliberate misgendering, use of sexual language, behaviour or images, inappropriate physical contact, unwelcome sexual attention, threats or incitement of violence, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of discussion, presentations or other activities and deliberate “outing” of any aspect of a person’s identity without their consent.
3. This code is applicable in every space at the event venue or on the virtual event platform as well as at any associated events (e.g. social events) which may not be in the same venue and in any event-related communication prior to or following the event.
4. Participants asked to stop any inappropriate behaviour must comply immediately.
5. Anyone who violates this code of conduct may be asked to leave an event (in-person or online) and may be banned temporarily or indefinitely from the event. If there was a registration fee to attend, we reserve the right not to provide a refund. For members, a violation could lead to revocation of membership following procedures as stipulated on the website.

Reporting misconduct

If you are being harassed, discriminated against, bullied, or made to feel unwelcome or unsafe by anyone attending a Society event, or if you notice that inappropriate behaviour is being directed at someone else, please contact a member of our staff as soon as possible. At an in-person event, you can find a member of staff at the registration desk. Alternatively, and if your concern pertains to an

online event, please contact the Events Team as soon as possible at events@physoc.org. We aim to reply within 24 hours.

If the person who is harassing you is a member of staff, a different staff member will handle your incident.

All reports will be handled in the strictest confidence. The Society will if necessary take action to prevent repetition of any inappropriate behaviour.