

Events Code of Conduct

All people involved in any event or meeting produced by or associated with the Royal Society of Biology (RSB), whether in person or online, are subject to this Events Code of Conduct. This includes speakers, chairs of sessions, staff, volunteers, supporters' representatives and guests.

Through its [Royal Charter](#), the Royal Society of Biology has the powers to promote, establish and support standards of professional skill and conduct. The RSB is committed to promoting equal opportunities in the life sciences, and supports diversity throughout the pipeline in learning and career progression. We proactively promote a culture of inclusivity within our discipline and the broader STEM community. As part of this, it is vital at any RSB event or meeting, that everyone attending is free from any form of discrimination, feels comfortable and safe, and has the opportunity for a positive experience. The RSB will not tolerate non-inclusive behaviours, in any form, from event participants.

How the Royal Society of Biology defines non-inclusive behaviours

Non-inclusive behaviours (including bullying, harassment and victimisation), may involve actions, words or physical gestures that could reasonably be perceived to be the cause of another person's distress or discomfort, not limited to violent or bullying behaviour, personal attacks, threat making, harassment, victimisation, belittling or discrimination^{1,2}. **All such behaviours are unacceptable.**

All people involved in any Royal Society of Biology event or meeting have a duty to:

- Ensure behaviour, language and event content is acceptable. This means it is appropriate, respectful, welcoming, accessible and inclusive towards all event participants (of all backgrounds), so that everyone is treated as they would wish to be.
- When ensuring the above, keep in mind that RSB events can have both international and national audiences, and in-person as well as online audiences.
- Declare and minimise conflicts of interest.
- Respect the event facilities and the property of others.

The Royal Society of Biology will take action as appropriate against any person failing to comply with this Code of Conduct. This is likely to involve, as a minimum, immediate exclusion from the event or meeting in question, and potential exclusion from future such events or meetings. Any complaints received from attendees may also be subject to further investigation by the RSB Professional Matters Committee, upon the discretion of the responsible senior staff representative(s) of the RSB in line with our [complaints procedure](#).

Contact

If you feel you have experienced or witnessed any form of harassment, discrimination or if you have any concerns about the content of an RSB event or meeting, please contact a member of RSB staff immediately or send an email to complaints@rsb.org.uk

As laid out in our [complaints procedure](#), all complaints will be handled sensitively and with full confidentiality unless you specify otherwise.

Thank you for making Royal Society of Biology events and meetings welcoming for all.

July 2021

¹ <https://www.equalityhumanrights.com/en/advice-and-guidance/what-harassment-and-victimisation>

² Royal Society of Biology's Equality & Diversity Policy