

NHS-R Community Conference 2021

Code of Conduct

The organizers of NHS-R Community Conference 2021 are dedicated to providing a harassment-free conference experience for everyone regardless of age, gender, sexual orientation, disability, physical appearance, race, or religion (or lack thereof).

All participants (including attendees, speakers, sponsors, facilitators and volunteers) at NHS-R Community Conference 2021 are required to agree to the following code of conduct.

The code of conduct applies to all conference activities including talks, workshops, and social events. It extends to conference-specific exchanges on social media, for instance posts tagged with the identifier of the conference (e.g. #NHSRconf2021 on Twitter), replies to such posts, and replies to the official social media account (e.g. @NHSrCommunity on Twitter).

Organizers will enforce this code throughout and expect cooperation in ensuring a safe environment for all.

Expected Behaviour

All conference participants agree to:

- Be considerate in language and actions, and respect the boundaries of fellow participants.
- Refrain from demeaning, discriminatory, or harassing behaviour and language. Please refer to Unacceptable Behaviour for more details.
- Alert a member of the NHS-R Community team (nhs.rcommunity@nhs.net) if you notice someone in distress, or observe violations of this code of conduct, even if they seem inconsequential.

Unacceptable Behaviour

Behaviour that is unacceptable includes, but is not limited to:

- Stalking
- Deliberate intimidation
- Unwanted photography or recording
- Sustained or willful disruption of talks or other events
- Use of sexual or discriminatory imagery, comments, or jokes
- Offensive comments related to age, gender, sexual orientation, disability, race or religion

If you are asked to stop harassing behaviour you should stop immediately, even if your behaviour was meant to be friendly or a joke, it was clearly not taken that way and for the comfort of all conference attendees you should stop.

Attendees who behave in a manner deemed inappropriate are subject to actions listed under **Procedure for Code of Conduct Violations**.

Additional Requirements for Conference Contributions

Presentation slides and posters should not contain offensive or sexualised material. If this material is impossible to avoid given the topic (for example text mining of material from hate sites) the existence of this material should be noted in the abstract and, in the case of oral contributions, at the start of the talk or session.

Procedure for Code of Conduct Violations

The organizing committee reserves the right to determine the appropriate response for all code of conduct violations. Potential responses include:

- a formal warning to stop harassing behaviour
- expulsion from the conference
- cancellation or early termination of talks or other contributions to the program

What To Do If You Witness or Are Subject To Unacceptable Behaviour

If you are being harassed, notice that someone else is being harassed, or have any other concerns relating to harassment, please contact a member of the NHS-R Community team via Twitter, email or conference platform.

We will take all good-faith reports of harassment by NHS-R Community Conference 2021 participants seriously. This includes harassment outside our virtual spaces and harassment that took place at any point in time. The NHS-R Community Conference 2021 organizing committee reserves the right to exclude people from NHS-R Community Conference 2021 based on their past behaviour, including behaviour outside NHS-R Community Conference 2021 spaces and behaviour towards people who are not part of NHS-R Community Conference 2021.

Acknowledgements

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