



Code of Conduct

British Pharmacological Society, meetings, and events

Thank you for taking part in a British Pharmacological Society Meeting or Event, your participation indicates that you have read and will follow this Code of Conduct. Participants include but may not be limited to delegates, speakers, volunteers, contractors, venue staff and Society staff.

Ethos

This Code of Conduct aims to enable all participants to enjoy, engage in and contribute to Society events and to ensure that individuals or groups feel welcome and comfortable in participating in our events or any associated activities.

Inclusion statement

The Society seeks to place equality, diversity, and inclusion at the heart of pharmacology. We are committed to providing a welcoming, fun and inclusive environment at all our events, whether they are face to face or online. We encourage the expression and exchange of ideas and we value kindness and respect.

We are proud of our friendly, vibrant, professional, and supportive community – and we hope that our events already reflect this spirit.

The purpose of having a code of conduct is to recognise that we are all different and have different experiences – sometimes we don't realise that our unconscious bias or the limitations of our personal experience can impact on others.

We hope that being explicit about our commitment to inclusive environments will help us actively learn from each other, support those who might not feel able to speak up and ensure that everyone, no matter what their background, feels welcome at the Society.

We also want to learn from you. We will provide channels for feedback in event information to explore how we might improve future events.

Expectations

The Society is dedicated to providing a harassment-free experience for everyone, regardless of characteristics protected by the Equality Act or aspects of diversity not currently covered by the Act. We ask that all participants respect the self-identification of others, for example using preferred pronouns (he/she/they).

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

We also want our meetings to support and enable respectful, evidence-based discussions around concepts relating to inclusive research and experimental design. We encourage thoughtful use of language, for example “sex” to mean the genetic status of the subject, whereas “gender” refers to the social and cultural context.

Our response

We take a zero-tolerance approach to harassment or intimidation of participants in any form whether verbal, physical, or written (including on social media or by email).

If you are being harassed, notice that someone else is being harassed, or have any other concerns at an event, please contact the relevant member of Society staff immediately who can be identified by their name badge if you are attending a face to face meeting, or alternatively by emailing: meetings@bps.ac.uk if you are attending an online meeting. We will treat any issues sensitively and seriously, aiming to resolve this informally – but supporting participants to escalate any issues if necessary.

The Society expects anyone who is asked to stop unacceptable behaviour to do so immediately. Society staff or security may take any immediate action that is deemed necessary and appropriate, including immediate removal from the meeting without refund. Serious or repeated violations may result in more significant consequences such as termination of society membership.

The British Pharmacological Society is a member of EDIS (Equality, Diversity and Inclusion in Science and Health; <https://edisgroup.org/>), and thanks the organisation for its support and advice in drafting this document, including the use of their code of conduct.