

ED&I Policy for CCP4 events

Introduction

The organisers are committed to making this conference productive and enjoyable for everyone, regardless of sex, gender identity, sexual orientation, disability, age, physical appearance, body size, ethnicity, nationality or religion/belief.

We will not tolerate harassment of participants in any form.

We are committed to achieving a balanced and diverse panel of speakers at all our events by inviting speakers of all races, ethnicities, genders, ages, abilities, religions, and sexual orientation without compromising the quality, and remaining within the topic, of the programme.

All speakers will have agreed to the Code of Conduct prior to agreeing to speak at the event. And, as part of the registration process, attendees are required to agree to adhere to the CCP4 Code of Conduct, detailed below:

The CCP4 Code of Conduct

Behave professionally.

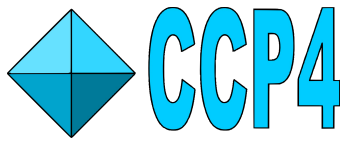
Harassment and sexist, racist, or exclusionary comments or jokes are not appropriate.

Harassment includes sustained disruption of talks or other events, inappropriate physical contact, sexual attention or innuendo, deliberate intimidation, stalking, and photography or recording of an individual without consent. It also includes offensive or belittling comments related to sex, gender identity, sexual orientation, disability, age, physical appearance, body size, ethnicity, nationality or religion/belief.

All communication should be appropriate for a professional audience including people of many different backgrounds. Sexual language and imagery are not appropriate.

Be kind to others. Do not insult or put down other attendees.

Delegates are reminded that STFC holds the right to remove any person who does not adhere to the code of conduct.



Incident reporting and resolution

If you observe someone making you or anyone else feel unsafe or unwelcome, please tell them so, and remind them of the Code of Conduct.

If you are hesitant about addressing the person yourself, report it as soon as possible to a member of the Organising Committee - see contact information below. The Committee is committed to addressing and resolving the matter to the best of their abilities.

Please use the following contact information, and explain what happened and who was involved so that we can investigate.

[Name1 and email address]; <- edit as appropriate.

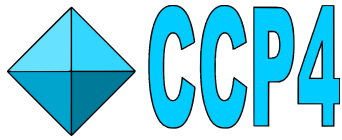
Thank you for your participation in the CCP4 community, and your efforts to keep our conference welcoming, respectful, and friendly for all participants!

Note: The designated point(s) of contact for complaints should be chosen and advertised (and known to all staff helping to run the conference). There should also be a clear pathway for escalation of the complaint; e.g. an agreement that the Organising or Code of Conduct committee will meet within 2 hours and decide a course of action (e.g. ejection of a participant or the gathering of more information). The committee should be clear on their rights to eject any participant not adhering to the code of conduct, before the conference begins.

The complainant should be asked what mechanisms they need in order to safely continue at the conference, for example an escort to venues. The organisers should have a pathway to support any complaint, for example a list of support services such as Rape Crisis.

Sanctions

When someone is asked to stop any behaviour that makes others uncomfortable, they are expected to comply immediately. In response to inappropriate behaviour (e.g. sexual content, rudeness, unprofessional) organisers may take any action they deem appropriate, including warning the person in question, asking them to leave the event, or removing them from a mailing list.



Specific actions may include but are not limited to:

- Asking the person to cease the inappropriate behaviour, and warning them that any further reports will result in other sanctions.
- Requiring that the person avoid any interaction with, and physical proximity to, another person for the remainder of the event.
- Early termination of a talk that violates the policy.
- Not publishing the video or slides of a talk that violates the policy.
- Not allowing a speaker who violated the policy to give (further) talks at CCP4 events.
- Immediately ending any event responsibilities or privileges held.
- Requiring that the person immediately leave the event and not return.
- Blocking the person on social media platforms (for a defined time period).
- Banning the person from future CCP4 events (for a defined time period).
- Publishing an anonymous account of the harassment.
- Reporting the incident to the person's employer.