

## **Faraday Institution Code of Conduct**

The Faraday Institution wants all researchers involved in our research projects to feel that they work in a safe and positive environment at all times. We are committed to developing the Faraday community as one that is built on collaboration, respect for others, recognising achievement, and where members proactively offer a helping hand to colleagues and strive for equality and inclusion. More diverse teams, where all members feel able to contribute, will ultimately deliver better science and create a stronger community.

To that end, we have developed a Code of Conduct: standards of behaviour that we expect all our researchers to adhere to while undertaking Faraday Institution research, be it in a lab setting, connecting with group or project members and when interacting with other projects, with members of FIHQ, and externally, in person or in an on-line environment.

The Code also applies to personnel working in admin, finance, training roles as well as those serving on various committees and panels.

### Events

In particular it is imperative that all our events provide a positive and safe environment for all attendees, providing an enjoyable and fulfilling experience. Our goal is to create an environment where everyone feels welcome to participate, speak up, ask questions, and engage in conversation. Accordingly, all attendees are expected to show respect and courtesy to other attendees throughout Faraday Institution meetings (in person or on-line), training courses and other events, whether run by the FIHQ or when individuals represent the Faraday Institution at any other gathering.

### Harassment

We do not tolerate harassment of anyone in any form. All communication should be appropriate for a professional setting and be inclusive for people from all backgrounds.

Harassment includes offensive verbal comments related to gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion, sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks, inappropriate physical contact, and unwelcome sexual attention.

Sexual language and imagery are not appropriate for any Faraday Institution function, including talks, workshops, parties, Twitter and other online media.

### Expected Behaviour

1. Participate in an authentic and active way.
2. Exercise consideration and respect in your speech and actions. Be punctual.
3. Attempt collaboration before conflict. Be mindful of other Faraday Institution values.
4. Be kind to and listen and respect the views of others.

5. Refrain from demeaning, discriminatory, or harassing behaviour and speech.
6. Be mindful of your surroundings and of your fellow participants.
7. Alert community leaders if you notice a dangerous situation, someone in distress, or violations of this Code of Conduct, even if they seem inconsequential.
8. Be careful in the words that you choose.
9. Where alcohol is served, only drink in moderation.
10. Remember that sexist, racist, and other exclusionary jokes can be offensive to those around you. Excessive swearing and offensive jokes are not appropriate.
11. Participants asked to stop any harassing or unsafe behaviour are expected to comply immediately.

If a participant engages in behaviour that violates this code of conduct the Faraday Institution may take any action it deems appropriate, including warning the offender, expulsion from the event, or ultimately the withdrawal of funding.

### Digital Channels

This Code also applies to interactions via digital channels (webinars, video calls or on social media) where researchers and staff (or their social accounts) are representing the Faraday Institution. The same tenets of being professional, respectful and engaged apply on-line. In particular, researchers are reminded to be mindful that what is recorded or written on-line stays on-line and remains visible to a wide audience, which can be positive, but also has the potential for damage to personal and institutional reputation.

### If You Experience Negative Behaviours

If you are being harassed, notice that someone else is being harassed, or have any other concerns about others' behaviour, please report it as soon as possible. If the negative behaviour takes place at an event organised by FIHQ please report the incident to [Faraday Institution HQ staff](#). If it takes place in a university setting please report the incident to a senior group or project leader as appropriate.

All FIHQ staff are informed of the code of conduct policy and our guide for robustly handling allegations of negative behaviours. If this occurs at a Faraday Institution event you may also contact staff at the venue where the meeting is taking place and ask to be put in touch with us. If an allegation of negative behaviour or conflict is irresolvable and/or requires escalation, FIHQ staff will assist participants in contacting venue security or police, provide escorts, or otherwise assist those who feel they are experiencing harassment or witnessing other negative behaviours.

### Attribution

This Code of Conduct was adapted from the PyCon Code of Conduct <https://2019.pyconuk.org/code-conduct/>