

RSA Conference Code of Conduct

The RSA values the welfare and well-being of its entire community and is dedicated to fostering a respectful and supportive environment. This Code of Conduct outlines expectations for behaviour at all RSA conferences and events, ensuring that attendees, speakers, and staff can engage meaningfully and collaboratively.

RSA events are spaces for the free exchange of scholarly opinions, evidence-based research, networking, and collaboration. We ask all participants to contribute to an environment of mutual respect and inclusivity, regardless of age, gender identity or expression, sexual orientation, disability, religion or beliefs, ethnicity, nationality, or physical appearance.

Expected Behaviour

All attendees, speakers, and staff are expected to:

- **Be professional and considerate.** Treat everyone with courtesy and respect.
- **Listen and engage constructively.** Respect differing views and engage thoughtfully with others' perspectives.
- **Foster inclusivity.** Treat all individuals equally and support an environment that values diverse opinions and experiences.
- **Be mindful of your surroundings and others' needs.** Understand that not all accessibility or personal needs are visible.
- **Support your fellow attendees.** Be an *active bystander* by intervening or seeking help if you observe inappropriate behaviour.

Unacceptable Behaviour

The following behaviours are strictly prohibited at RSA events:

- **Intimidation, harassment, or abuse.** This includes discriminatory, derogatory, or demeaning conduct.
- **Harassment, including but not limited to:**
 - Offensive verbal comments related to gender, sexual orientation, race, religion, or disability.
 - Inappropriate use of nudity or sexual images (e.g., in presentation slides).
 - Deliberate intimidation, stalking, or following.
 - Harassing photography, recording, or sustained disruption of presentations.
 - Inappropriate physical contact or unwelcome sexual attention.
- **Violence or threats.** Physical, verbal, or written abuse, intimidation, threats, or harassment of any kind.
- **Disruptive behaviour.** Actions that endanger others, create undue anxiety, or significantly disrupt the event.

Consequences of Unacceptable Behaviour

Unacceptable behaviour will not be tolerated. Actions may include, but are not limited to:

- A request to stop the inappropriate behaviour, which must be complied with immediately.
- Removal from the conference without warning or refund.
- Additional actions as deemed appropriate by conference organizers.

Reporting

If you experience or observe any behaviour that violates this Code of Conduct, or if you have concerns, please notify an RSA staff member as soon as possible. All reports will be treated confidentially.