



Code of Conduct Policy

Who does the policy apply to?

Everyone

DARA's "Code of Conduct" policy applies to everyone attending the basic training programme events and the annual network meeting, including all scientists, students, staff and visitors.

Prior to the start of the training programme, all trainees signed the policy to acknowledge their understanding of the conduct and behaviour expected of them.

Our Commitment

- We are committed to making our science, training and public outreach activities productive and enjoyable for everyone, regardless of gender, sexual orientation, disability, physical appearance, body size, race, nationality or religion.
- We have expected levels of professional behaviour that include treating others with respect, and contributing to a positive working environment that is free from harassment, bullying and discrimination.
- We will not tolerate any breaches of these expected behaviours by anyone attending our meetings.

Guidelines

- 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 comments related to gender, sexual orientation, disability, physical appearance, body size, race or religion.
- All communication should be appropriate for a professional audience including people of many different backgrounds. Sexual or sexist language and imagery is not appropriate.
- Be considerate and respectful towards others. Do not insult or put down others.
- All forms of social media should be used responsibly, respecting both individuals and the organisation hosting the meeting.

Violation

- Individuals asked to stop any inappropriate behaviour are expected to comply immediately.
- Anyone violating these rules may be asked to leave the event at the discretion of the organisers, or the relevant event organisers.
- A person found to be in violation of this policy, will not continue on the DARA programme.

Any person who wishes to report a violation of this policy may do so, in confidence,
by sending an email to:

Patricia Grant – Project Manager (p.grant@leeds.ac.uk)

or

Prof Melvin Hoare – Principal Investigator (m.g.hoare@leeds.ac.uk)



Treat others the way you
want to be treated!