

## **Policy on Harassment and Unwelcoming Behaviour**

Version 1. March 2016.

BSET is dedicated to ensuring a welcoming conference in which everyone feels comfortable, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion, or other personal features.

We will not tolerate harassment of conference participants in any form. Harassment includes, but is not limited to:

- Verbal comments or behaviour that reinforces social structures of domination e.g. related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion or other personal features
- Disrespectful or dismissive behaviour that inappropriately devalues the philosophical ability of conference participants or members of the above groups
- Unwelcome sexual attention
- Inappropriate physical contact
- Intimidation, stalking, or following
- Harassing photography or recording
- Sustained disruption of talks or other events
- Inappropriate verbal content or images in presentations or in q&a discussion
- Advocating for, or encouraging, any of the above behaviour

The above list is not exhaustive. More generally, we will not tolerate inappropriate behaviour that makes participants feel unwelcome or uncomfortable at the conference. BSET policy is that participants must follow these rules at all event venues and event-related social activities.

Participants asked to stop any harassing behaviour are expected to comply immediately. If a participant engages in harassing behaviour, BSET reserves the right to take any actions to keep the event a welcoming environment for all participants. This includes warning the offender or expulsion from the conference with no refund.

### **Reporting Harassment**

If someone makes you or anyone else feel unsafe or unwelcome, or you observe someone else being harassed, please report the incident as soon as possible. Harassment reduces the value of the conference for everyone. We want you and other participants to feel comfortable at the conference. Reporting incidents of harassment makes the conference a better place.

You can make a report either in person to the Conference Equalities Representative (who will be identified on the conference page of our website [www.bset.org.uk](http://www.bset.org.uk)) or anonymously online to the BSET equalities officer (<http://www.bset.org.uk/ComplaintForm>).

## Conference Equalities Representative

You can make confidential reports of harassment to the Conference Equalities Representative, who has been selected for the role by the BSET president, BSET equalities officer, and the conference organiser.

When taking a personal report, the CER will ensure you are safe and cannot be overheard. The CER may involve other event staff to ensure your report is managed properly. Once safe, the CER will ask you to describe what happened.

This can be upsetting, but the CER will handle it as respectfully as possible, and you can bring someone to support you. You won't be asked to confront anyone and the CER will not tell anyone who you are without your consent.

The CER will ask you what information can be shared with other BSET officers, so that BSET can take appropriate actions to ensure the conference is a welcoming, harassment-free event.

## Anonymous Online Report

You can make an anonymous report online at <http://www.bset.org.uk/ComplaintForm>

Submissions will not indicate who you are (unless you choose to include this), but it will be helpful to have as much information as possible about the nature of the incident, so that we can take appropriate action.

The only person who has direct access to your submission is the BSET equalities officer. The equalities officer will then use his or her judgment to decide which information to share with other BSET officers, in order to ensure that BSET conferences are welcoming, harassment-free events.

Please note that while the equalities officer will aim to check for reports during and after the event, we cannot guarantee in advance when the officer will be able to do so. Therefore, if immediate action is required, we recommend that you report the incident to the CER.