

CODE OF CONDUCT

UK SPACE CONFERENCE 2019

24 - 26 SEPT 2019

International Convention Centre (ICC) Wales



ABOUT THE CODE OF CONDUCT

This policy covers all aspects of our events, from keynote speeches and informal chats, to participation in online discussions.

In the planning for this event, all speakers and registered attendees will be made aware that we expect them to follow this policy.

The UK Space Conference is committed to providing a positive learning and sharing experience for all participants. We provide equal opportunities and respect to all attendees, speakers, organisers, and facilities staff - **irrespective of sex, gender identity or gender expression, pregnancy & maternity, marital & civil partnership status, race, ethnic group, neurodiversity, disability, age, nationality, national origin, sexuality, socioeconomic status, religion or belief.**

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HARASSMENT COMES IN MANY FORMS

There is no place at the UK Space Conference 2019 for harassment, or other behaviour that makes others feel uncomfortable.

This includes, but is not limited to: intimidation, harassment, assault, unfair discrimination, derogatory or demeaning conduct, reinforcement of social stereotypes, sexual images in public spaces, deliberate intimidation/stalking, unwanted photography or recording, sustained disruption of talks, unwanted physical contact, unwelcome sexual attention, or encouragement of this type of behaviour.

EVERYONE HAS A ROLE TO PLAY

As a member of this community, you are empowered to politely engage when you or others are disrespected. Please speak up if you see or hear anything, either to event staff, or by addressing it directly yourself. Early intervention can eliminate problems before they escalate.

The person responsible may not be aware that their behaviour is causing harm or distress to others. You can discreetly bring the issue to their attention, providing them with an opportunity to apologise and adjust how they interact with others.

We understand if you do not wish to challenge inappropriate behaviour directly, however we do encourage you to raise any occurrences with event staff so that it can be addressed and dealt with.

Even if you don't have a specific issue to report, we would still like to hear about your positive and negative experiences and observations during the event, through the conference feedback forms. It is important for us to understand the scale of the issues covered in this policy, and the effectiveness of the measures we are taking.

ZERO TOLERANCE MEANS JUST THAT

We will investigate every incident reported to, or observed by, our event staff, and will respond appropriately.

We may publicly challenge behaviour, facilitate a private learning discussion, share other learning resources, or expel the offender from the event (without refund). The UK Space Conference may also refuse that person admission to future events.

We expect our stakeholders and partners to adhere to this policy. Consistent failures to enforce it could affect our longer-term working relationship.