

BAOS EVENTS CODE OF CONDUCT

The BAOS Events Code of Conduct outlines our expectations for all participants at BAOS conferences, seminars and events. By registering for and attending an event whether face to face or online, individuals agree to its contents.

BAOS will enforce this code and expect cooperation from all participants (e.g., speakers, attendees, media, sponsors, exhibitors, volunteers etc) to help promote a safe and enjoyable experience for everyone.

BAOS is committed to diversity, equality, and providing a safe and productive environment that fosters open dialogue and the free expression of ideas, free of harassment, discrimination, and hostile conduct. We recognise a shared responsibility to create and maintain that environment for the benefit of all. We are committed to a culture in which there is zero tolerance for sexual misconduct of any kind.

Anyone who feels criminal activity may have been committed, should call the police and will of course be supported by BAOS staff, officers and Council.

Physical and Virtual Attendance at a BAOS Event

Acceptable Behaviours

Acceptable behaviours include, but are not limited to:

- demonstrating professionalism and being respectful and courteous to those in attendance
- respecting the diversity of thoughts from fellow participants
- being mindful of one's surroundings and of fellow participants
- promptly alerting event organiser/s if an individual notices a potentially dangerous situation or someone in distress
- intervening to help someone in danger or at risk from harassment or other poor behaviour, if safe to do so
- respecting the housekeeping requests at and/or of the venue where the meeting is being held and respecting on-line meeting etiquette

All participants shall conduct their interactions at BAOS events in compliance with all applicable laws and regulations. This includes the GMC's 'Good Medical Practice' and/or the GDC's 'Focus on Standards for registrants'.

Unacceptable Behaviours

Unacceptable behaviours include, but are not limited to:

- intimidating, harassing, abusive, discriminatory, derogatory, or demeaning conduct, including conduct (physical or verbal) meant to provoke

- offensive comments, including comments related to protected characteristics (e.g. related to race, ethnicity, age, religion, gender, sexual orientation, disability, marital status, etc.)
- inappropriate use of nudity (e.g., sexual, or lewd images)
- intimidation, stalking, or inappropriate or unwelcome advances
- harassing photography or recording
- inappropriate or unwelcome physical contact or verbal advances, or sexual misconduct of any kind
- intentional disruption of presentations or other events
- physical, written, verbal or other abuse (e.g., threats, annoyance, pushing, shoving or physical force whatsoever against any person, which in any way creates a disturbance that is disruptive or dangerous, or creates anxiety or apprehension in an individual)
- boisterous, lewd, or offensive behaviour or content such as profanity, obscene gestures, or slurs
- possession of any item that can be used as a weapon, which may cause danger to others if used inappropriately
- possessing alcoholic beverages in areas not specifically designated for the consumption of alcohol
- possessing any illegal substance such as narcotics
- being under the influence of substances (e.g., alcohol or drugs) to the point of unseemly intoxication
- smoking and vaping, other than in designated areas

Consequences

We expect participants to follow this Code of Conduct at a BAOS conference venue, any external venue affiliated with BAOS or any ancillary or social events.

Any attendee/participant in whatever role at a BAOS event who thinks they have seen activity which violates the letter or spirit of this Code of Conduct, should speak to a member of the BAOS staff team in the first instance.

Unacceptable behaviour will not be tolerated. Anyone engaged in unacceptable behaviour as defined in this code, is subject to expulsion from the event without right of re-entry and may be subject to further sanction.

If BAOS decides that an individual has breached the code and should leave an event, this decision will be conveyed by the BAOS President or one of the Council Officers. This will be non-negotiable, and any fees paid to the Association for attendance will not be returned.

In extreme circumstances, a BAOS member may be asked to resign from the Association.

All determinations at the event and any subsequent hearing(s) are at the sole discretion of BAOS and its Officers.