

British Society for Criminology (BSC) Hate Crime Network: Events Code of Practice

Our guiding vision is to facilitate events which aim to maximise interactivity and access, minimise harm to staff and delegates, and promote inclusivity and sustainability. Offering events which are safe, enjoyable, and informative.

1. Guiding principles

The BSC Hate Crime Network want to promote a positive sense of academic community by asking everyone to:

- Behave professionally.
- Treat everyone equally and respectfully.
- Listen to others' views and engage constructively with them.
- Set examples of good conduct, inclusivity, and fairness.
- Be committed to helping each other and to be kind.
- Respect the environment around you.

We believe that everyone (delegates and staff) has the right to be in a respectful, safe, and welcoming environment at an event.

We are dedicated to providing an inclusive event experience for everyone, regardless of race, ethnicity, national origin, citizenship, or language, political or other opinion, gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, age, religion, or economic class. Discrimination, harassment, bullying and behaviours that are unacceptable have no place at an event, or in any professional context, and will not be tolerated.

We require that event staff and delegates do not practice:

- Violence
- Harassment
- Discrimination
- Bullying
- Condescending behaviour

These all apply to both online and in-person spaces and to both formal and informal circumstances in and around the event. These apply to electronic forms of communication as well as personal interactions (physical, verbal, and non-verbal).

This guidance is written specifically for an event, but these standards and expectations apply in all professional contexts.

1.1 Definition

Harassment as defined in the UK Equality Act 2010 is unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating, or offensive environment for that individual.

Harassment includes, but is not limited to, offensive verbal or written comments related to gender, age, sexual orientation, disability, physical appearance, body size, race or religion, sexual images in public spaces, deliberate intimidation, grooming and boundary-blurring, stalking, following, harassing photography or recording, sustained or inappropriate disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.

Bullying includes, but is not limited to, coercive or overt behaviours towards another event participant that are threatening, offensive, humiliating, intimidating, malicious or insulting that causes harm to, or negatively impacts upon, the event experience of the individual(s) or other attendees.

Discrimination, harassment (in any form), and bullying create a hostile environment that reduces the quality, integrity, and pace of the advancement of our discipline by marginalizing individuals and communities. It also damages productivity and career advancement and prevents the healthy exchange of ideas.

Discrimination, harassment or bullying at, or associated with activities of, the event is unacceptable, and constitutes serious misconduct under this code of conduct. Such behaviour should be reported and will be addressed with potential consequences for the offender, including, but not limited to, the sanctions or expulsion as described below.

The Network reserves the right to refuse any booking or admission to any event without giving a reason.

2. Accessibility, Inclusion and Safety

We are committed to making the events we host as accessible as we can, within reasonable limits of cost, safety, and practicability, to all delegates, in person and online.

We encourage presenters to let us know about any requirements that will help to facilitate their presentations and attendance.

We will ask delegates during event registration how we can help them to attend, participate in, and enjoy our events. Therefore, we will include these delegates in the decision-making regarding the provision of facilities to maximise delegate requirements. Feedback will be sought following events for future improvement.

2.1 Accessibility

We will, to the best of our ability, ensure that accessible rooms, halls, theatres, and facilities which use Braille signage, tactile flooring, multi-accessible doors, ramps, lifts, and toilets/quiet rooms/changing places, are used. Toilet facilities should include both gendered and non-binary options where possible. Online platforms will incorporate as many possible and reasonable adjustments to meet delegate needs.

2.2 Captioning of session recordings

Session recordings will be auto captioned where possible.

2.3 Making presentations accessible

We will make presentations as accessible as possible by utilising access-enabling software etc, where possible, and will circulate materials in advance of the event.

2.4 Sign language interpretation

Sign language interpretation should be provided, if funding and facilitation allows.

2.5 Complimentary support registration

If attendees wish to be accompanied at the event, this should be accepted and facilitated free of charge.

2.6 Quiet spaces

We will, where possible, have a quiet/recovery space available for decompression at an in-person event, and for breastfeeding, or for prayer.

2.7 Catering

Where this is arranged, we will strive to offer gluten-free and allergy-sensitive options. We will make use of the questions on event registration to make us aware of any dietary requirements.

2.8 Safety

We will work with venue providers and other interested parties to ensure that all safety, health, and emergency contingency protocols are met. We will explore the locations of fire exits and arrangements and whether a fire drill is expected.

3. Sustainability

During hybrid conferencing, we will offer ways to participate remotely online, which will have a significant positive impact on making the event more sustainable.

3.1 Our policy

Our policy in all areas of the event focuses foremost on reduction, then reuse, and recycling. We will not provide single-use plastics, and we will offer vegetarian/vegan lunches to minimise waste (see more information below). We will not offer printed programme books and will use digital formats for programmes and agendas (recognising that the digital publications have environmental impacts too). However,

where possible, we will provide printed and Braille versions. Where utilised, we will make sure that the caterers recycle 100% of food waste and we recycle as much as we can of all other waste. We will incentivise attendees into putting material into the correct containers for the purpose of recycling through the use of signage and directions issued by stewards.

Travel to the event by delegates has a significant environmental footprint. For those who can travel by train or bus, we will appreciate their efforts.

We recycle all paper waste from the event where possible.

What attendees can do:

Be thoughtful about all event-related printing that you do and aim to reduce this where possible.

Make sure to put all paper waste in the provided recycling bins and not contaminate recycling with food waste.

3.2 Water provision at the event

Encourage delegates to bring refillable water bottles and provide additional facilities to refill them using tap water, if available.

3.3 Tea and coffee provision

What attendees can do:

Consider bringing a refillable coffee cup with you.

Use refillable containers for water.

4. Paid Expenses

These will only be met by the Network provided that:

- a. The funding is available, and:
- b. There is a specific need, for example, the speaker has special needs or is on a low income, or
- c. There is no alternative but to meet these expenses for the needs of the event.

5. Freedom of Speech

Events undertaken by the Network will embrace freedom of speech and, to the best of its ability, ensure that all parties are treated with respect and transparency. We will work to reduce harm and discrimination imparted by any group or individual on any other. We will work under the auspice of British law and co-operate as best we can with law enforcement agencies to ensure that individual and group rights are respected and maintained.