

## LAHP Code of Conduct

### i. Guiding principles

LAHP is intended to enable Arts & Humanities research to flourish through the respectful, inclusive and equitable treatment of students, staff, partners and other stakeholders sharing information, knowledge and ideas.

LAHP wants to promote a positive sense of academic community by asking all participants in its programme of work to:

- Behave with integrity
- Treat everyone equally and respectfully
- Listen to others' views and engage constructively with them
- Be committed to helping each other and being kind

All participants have the right to be in an open, safe, respectful and welcoming environment at LAHP events, meetings and other activities.

LAHP is dedicated to being inclusive for all students, staff, partners and other stakeholders, 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. Harassment, bullying, discrimination and condescending behaviour (whether intentional or unintentional) have no place at LAHP and will not be tolerated.

Students, staff, partners and other stakeholders of LAHP are expected to practice:

- No violence
- No harassment
- No discrimination
- No bullying
- No condescending behaviour

The code of conduct applies to electronic and other forms of communication as well as personal interactions (physical, verbal and non-verbal).

Any allegation of harassment, bullying or discrimination will be treated seriously. Our actions may include warnings, asking a participant to leave an event, meeting or other activity and, if appropriate, sending a report to the participant's supervisor and/or Head of Department / School.

If you wish to report behaviour that contravenes this code please email the LAHP Director, Alison Blunt ([A.Blunt@gmul.ac.uk](mailto:A.Blunt@gmul.ac.uk)). If the complaint is against the Director, please email the LAHP Manager ([manager.lahp@london.ac.uk](mailto:manager.lahp@london.ac.uk)). All allegations will be investigated in confidence, so far as is reasonably

possible. We will follow the principles for investigating alleged misconduct outlined in the UK Research Integrity office's guidelines (<https://ukrio.org/>).

This code of conduct will be reviewed on an annual basis by the LAHP Core Management Group.

## ii. Definitions

Harassment as defined in the 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, stalking, following, harassing photography or recording, sustained 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 participant that are threatening, offensive, humiliating, intimidating, malicious or insulting that causes harm to, or negatively impacts upon, the experience of that 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 arts and humanities research 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, LAHP events is unacceptable, and constitutes serious misconduct under this code of conduct.

*This code of conduct draws, with permission, on the code of conduct for the Annual Conference developed by the Royal Geographical Society (with IBG).*

June 2020