

## **TUURC 2025 Code of Conduct**

The TUURC organising team hopes that all speakers and attendees are able to feel safe and included throughout the conference. To ensure this, we are operating a Code of Conduct to protect all involved and facilitate a welcoming space for knowledge exchange. This Code aims to establish the culture of the event and to ensure the safety and comfort of our attendees throughout.

We value all our attendees, and hope that this Code won't be needed throughout the Conference: rather, it's here to reassure you in the unlikely event a situation does arise.

### **Positive Pronoun Policy**

We are operating a positive pronoun policy. If someone has given or is wearing a pronoun badge please respect and use their pronoun. Where pronouns are not indicated, names or they/them should be used. This ensures everyone is respected and feels safe.

### **Questions**

When asking questions during panels please be respectful to both the speakers and other attendees.

Questions should be concerning the content of the papers, and if a speaker feels unable or is not comfortable answering a question this should be respected. We want free and engaged discussion to be encouraged at all panels, but this should be done in a way that is comfortable for both the speakers and listeners.

### **Harassment-Free Environment**

We encourage live-tweeting, discussions, and questions throughout the conference. However, if a speaker has indicated that they would rather not have their name, photograph, or research content published on social media, this must be respected.

We also ask that all speakers give trigger and content warning for the benefit of those in the audience.

TUURC is a space for diverse knowledge exchange and we will not tolerate any harassment of any attendees.

Harassment includes, but is not limited to:

- Verbal comments that reinforce social structures of domination related to gender, gender
- identity and expression, sexual orientation, disability, physical appearance, body size, race,
- age, religion

- Gratuitous or distressing sexual images in public spaces
- Deliberate intimidation, stalking, or following
- Harassing photography or recording
- Sustained disruption of talks or other events
- Inappropriate physical contact
- Unwelcome sexual attention
- Advocating for, or encouraging, any of the above behaviour

## **Enforcement**

Participants asked to stop any harassing behaviour are expected to comply immediately

If a participant engages in harassing behaviour, event organisers retain 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.

Event organisers may take action to redress anything designed to, or with the clear impact of, disrupting the event or making the environment hostile for any participants.

We expect participants to follow these rules at all event venues and event-related social activities.

We think people should follow these rules outside event activities too!

## **Reporting**

If someone makes you or anyone else feel unsafe or unwelcome, please report it as soon as possible to any member of the Conference Organising Committee.

Harassment and other code of conduct violations reduce the value of our event for everyone. We want you to be happy at our event. People like you make our event a better place.

## **To make a Personal Report**

You can make a personal report by speaking to a member of the organising committee (listed at the end of the event programme and with a blue dot on their name badges).

When taking a personal report, our team will ensure you are safe and cannot be overheard. They may involve other event staff to ensure your report is managed properly. Once safe, we'll ask you to tell us about what happened. This can be upsetting, but we'll handle it as respectfully as possible, and you can bring someone to support you. You won't be asked to confront anyone and we won't tell anyone who you are.

Our team will be happy to help you contact hotel/venue security, local law enforcement, or local support services, provide escorts, or otherwise assist you to feel safe for the duration of the event.

We value your attendance.