



# SOCIETY FOR EXPERIMENTAL BIOLOGY CODE OF CONDUCT AND ANTI-HARASSMENT AND BULLYING POLICY

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*This code of conduct and policy applies to all trustees, employees, members and event attendees of the Society for Experimental Biology (SEB).*

As a Participant at any SEB Meetings or activities, the following expectations must be adhered to ensure the values of the Society are met:

1. *Integrity, fairness and transparency:* Participants should act with honesty and openness, being respectful of others and their opinions, acting responsibly at the meeting and on social media, and treating others with equality.
2. *Supportive, innovative and informative:* Participants should engage with others embracing new ideas and concepts, identifying new opportunities in the field, and sharing new knowledge, techniques and information while respecting intellectual property rights and confidentiality.
3. *Compassionate, encouraging and inspiring:* Participants should engage enthusiastically in networking opportunities, give credit to all contributing researchers in presentations, supporting fellow participants to enhance experimental biology and showing vision adopting novel avenues of thought and techniques to ensure the future of SEB science. Participants should strive to be a positive role model to others, especially junior members which may include offering mentorship where possible.

Trustees, employees, members and event attendees are encouraged to actively practice the core values of the Society. Each individual is essential in promoting the success of the SEB and being an advocate for experimental biology and is therefore expected to uphold the following values and beliefs:

- Individuals and groups should act in the best interests of the Society, including both promoting the successes of the SEB as well as not bringing the Society into disrepute. If commenting on matters publically ensure that it is clear when the SEB is being represented and when the comments are personal opinion alone.
- Individuals and groups should always conduct themselves in a professional and respectful way, ensuring that both their behaviour and science is performed in an ethical and inclusive manner.
- Individuals and groups should foster an inclusive environment within the Society by at all times refraining from actions or statements towards members, prospective members, staff and trustees that might be construed as discrimination on the basis of their gender, sex, colour, ethnic or national origin, age, sexual orientation, disability, religious or political beliefs, marital status, family circumstances or socio-economic status and also from discrimination based upon other features such as physical appearance and level of intellectual/professional achievement.



## ANTI-HARASSMENT AND BULLYING POLICY

The Society is firmly committed to ensuring an inclusive environment in all areas of its work and will not tolerate either harassment, bullying or victimisation in any form. This policy is designed to promote the development of an environment where both individuals and groups feel confident and are treated fairly with both dignity and respect.

Members and employees of the Society must treat colleagues fairly and must not harass an individual, or group. This includes any form of negative or bullying behaviour, including but not limited to, attempts to discredit or injure their professional reputation, personal standing, or business prospects, maliciously injure an individual, or marginalise any individual group because of any characteristic (these can be found in our Equality, Diversity and Inclusivity Policy). Harassment and bullying may not be intentional, however in either case is always considered unacceptable by the Society.