

The Academy of Medical Sciences' Safe Space Policy

All participants of Academy of Medical Sciences' (the Academy) event are required to read and follow this Safe Space Policy. It applies to participation in all events and in any correspondence before and after. The event Chair(s) and staff lead(s) will implement this code and you may contact either or both to report a breach.

Ethos

The Academy acknowledges its responsibility to create spaces, both offline and online, that are welcoming and respectful to everyone. Creating a safe space is a collective responsibility and everyone is individually responsible for checking their own behaviour. This includes session Chairs, speakers, attendees and staff - whether participating online or in person, (all collectively known as "Event participants" for the purpose of this document).

This policy aims to enable all participants to enjoy, participate in and contribute to the event. It exists to ensure that individuals do not feel harassed or uncomfortable in participating in the event, associated activities or communications (including via email).

The event may include discussions relating to equality, diversity¹ and inclusion of individuals and underrepresented groups. This may include age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation or any other aspect of diversity not included as a protected characteristic by the Equality Act 2010. At all our events our approach to seek diversity is not to use differences to further marginalise groups without power or those who experience systemic exclusion.

At our event we are led by the values, principles and behaviours that guide the Academy's diversity work². We will uphold these values through our decisions about engagement with individuals and organisations. If we have given a platform to an individual/organisation and they appear to display behaviour in contravention to our values, we will first approach them informally to clarify, understand and provide advice. This will have the intention of supporting learning and growth. However, we reserve the right to cease supporting engagement with individuals/organisations who persist in contributing to an unsafe environment online or in person.

Expectations

The event organisers are dedicated to providing a harassment-free experience for all participants. We do not accept harassment or intimidation of participants in any form whether verbal, physical, or written (including in the meeting chat, on Social Media or by email).

Harassment includes, but is not limited to:

¹ See <https://acmedsci.ac.uk/about/governance/equality-and-diversity> for further information on Academy of Medical Sciences definition of diversity beyond protected characteristics.

² <https://acmedsci.ac.uk/file-download/39733116>

1. Offensive or unwanted conduct on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation which has the purpose or effect of violating dignity or creating an intimidating, hostile or degrading environment.
2. Use of sexualised or other inappropriate images or unwelcome sexualised content, inappropriate physical contact, unwelcome sexual attention or stalking.
3. Sustained interruption of speakers or those asking questions.
4. Unwanted photography or filming.

Intimidation includes, but is not limited to:

1. Making threats
2. Bullying
3. Personal attacks

Event participants who do not adhere to these rules will be asked to stop and expected to comply immediately. Participants may be removed from the meeting or communications at the discretion of the event leads.

If you are being harassed/intimidated, notice that someone else is being harassed/intimidated, or have any other concerns, please contact the event Chair(s) or staff lead(s) immediately. As well as dealing with the perpetrator, staff will be happy to assist those experiencing harassment or intimidation to feel safe. This could involve stepping in to remove you or others from a chain of communication, if this is the preferred action, and can also facilitate a discussion or mediation. If you wish, you may also nominate someone else to support facilitating any mediation or as an observer to this process.

We welcome feedback on how we might improve this policy and make future events, meetings and activities a safer space.

Additional information can be found in the Academy's policies on bullying, harassment and intimidation.³

This Safe Space Policy is based on one developed by EDIS,⁴ a coalition of organisations working to improve equality, diversity and inclusion within the science and health research sector. We are grateful for their advice and support.

³ Academy of Medical Sciences <https://acmedsci.ac.uk/file-download/74938022>

⁴ For further information see <https://edisgroup.org/>