

## Royal Microscopical Society (RMS) Code of Conduct

The Royal Microscopical Society is committed to providing a safe, respectful, harassment-free, accessible, productive, and welcoming environment for all RMS event participants and RMS staff, with equity in rights for all. All participants, including, but not limited to, attendees, speakers, volunteers, exhibitors, RMS staff, service providers, and others are expected to abide by this Code of Conduct. This Code of Conduct applies to all RMS events, including those sponsored by organisations other than the RMS but held in conjunction with RMS events, in public or private facilities.

### Expected Behaviour

- All participants, attendees, exhibitors and RMS staff are treated with respect and consideration, valuing a diversity of views and opinions.
- Be considerate, respectful, and collaborative.
- Communicate openly with respect for others, critiquing ideas rather than individuals.
- Avoid personal attacks directed toward other attendees, participants, exhibitors and RMS staff.
- Be mindful of your surroundings and of your fellow participants.
- Alert RMS staff/organisers if you notice a dangerous situation or someone in distress.
- Respect the rules and policies of the meeting venue, hotels, RMS contracted facility, or any other venue.

### Unacceptable Behaviour

- Overt and/or covert acts of harassment, intimidation, or discrimination in any form will not be tolerated.
- Physical or verbal abuse of any attendee, speaker, volunteer, exhibitor, RMS staff member, service provider, or other meeting guest.

Examples of unacceptable behaviour include, but are not limited to, verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin, inappropriate use of nudity and/or sexual images in public spaces or in presentations, or threatening or stalking any attendee, speaker, volunteer, exhibitor, RMS staff member, service provider, or other meeting guest both in person or online.

- Recording or taking photography of another individual's presentation without the explicit permission of the speaker is not allowed. The only exception to this is that the first slide (with the name of the individual) can be photographed, so that it can be tweeted

- Sustained disruption of talks at oral or poster sessions, in the exhibition hall, or at other events organized by the RMS at the meeting venue, hotels, or other RMS-contracted facilities.

### **Consequences**

- We expect participants to follow these rules during all conference events as well as any social media coverage.
- Anyone requested to stop unacceptable behaviour is expected to comply immediately.
- RMS staff (or their designee) or security may take any action deemed necessary and appropriate, including immediate removal from the meeting without warning or refund
- The RMS reserves the right to prohibit attendance at any future RMS meeting.

### **Reporting Unacceptable Behaviour**

- If you are the subject of unacceptable behaviour or have witnessed any such behaviour, please immediately notify an RMS staff member or committee member.  
Notification should be done by contacting an RMS staff or committee member on site or by emailing your concern to [info@rms.org.uk](mailto:info@rms.org.uk).
- Anyone experiencing or witnessing behaviour that constitutes an immediate or serious threat to public safety is advised to contact 999 and locate a house phone and ask for security.