

Research Events Code of Conduct

Cancer Research UK (CRUK) is dedicated to providing a welcoming, safe and inclusive environment for all who attend our research events.

This Code of Conduct applies to all participants, including, but not limited to, attendees, speakers, exhibitors, CRUK staff, and others. It applies to both virtual and in-person events. We encourage everyone to join the conversation about our research events on social media or online platforms. This Code also extends to those interactions associated with the event.

By accepting a place at a CRUK research event, you are expected to read the following and must abide by this Code of Conduct for the duration of the event.

Be respectful. All people involved in our research events should treat each other with dignity and respect. Any photos taken should be kept for personal use only and should not be posted online or on social media without the consent of all persons where an individual's face or other distinctive features are recognisable. Individuals may share unpublished research as part of their presentation. Other participants must respect any request for work not to be shared outside of the event.

Be considerate and collaborative. We value a diversity of views and opinions where everyone is encouraged to participate and can present or ask questions without fear of reprisal or humiliation. Please communicate openly with respect for others, critiquing ideas rather than individuals. Be careful in the words that you choose and act fairly and in good faith with other participants.

Be mindful of the experience of others. We may have different backgrounds and experiences; some of us have privileges we benefit from which may disadvantage others. English may not be everyone's first language, so please be mindful of the advantage you hold if English is your first language.

We do not tolerate any form of harassment or disrespectful conduct at our research events. In the UK, the Equality Act 2010 defines harassment as: 'unwanted conduct related to a relevant protected characteristic that has the purpose or effect of creating an intimidating, hostile, degrading, humiliating or offensive environment for the complainant or violating the complainant's dignity'. Unlawful harassment may also

involve conduct of a sexual nature – this is sexual harassment. Protected characteristics¹ are age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation. In other countries, definitions of harassment may differ.

Our research events are not intended to be used as political forums². The primary purpose in our research events is to provide opportunities to discuss, create and collaborate on cancer research where we value a diversity of views. We do not expect views to be shared that go beyond what we would reasonably consider to be directly relevant to the remit of our research event.

CRUK is a smoke-free organisation. We ask participants to refrain from using tobacco products during or around a CRUK research event and as required in line with relevant legislation.

If a participant engages in behaviour that we consider to be inappropriate and/or against the principles above then we may take any action at our discretion, including a warning or removal from the event. Participants asked to stop any inappropriate behaviour are expected to comply immediately.

In addition to this Research Events Code of Conduct, CRUK has an overarching Code of Conduct in place that applies to all of our colleagues. CRUK is bigger than those we employ and that's why we also ask our Trustees, volunteers and those who represent the charity in any official capacity (e.g. members of our funding committees), to commit to our code. Anyone attending one of our research events who also represents the charity in any official capacity should also be aware of, and comply with, CRUK's overarching Code of Conduct.

If you have any concerns, please contact the designated senior staff member at the event or email dignityinresearch@cancer.org.uk. All reports will be confidential, treated seriously and investigated promptly.

This Code draws inspiration from Ada Initiative and American Geophysical Union (AGU).

¹ [Equality Act 2010](#)

² *In line with legal requirements and guidance, CRUK doesn't endorse or support any particular political party, and it's important that we remain politically neutral.*