JUSTICE

JUSTICE Events Code of Conduct

This Code of Conduct sets out the standards of behaviour expected of participants at JUSTICE Events[1]*, with the aim of promoting respect, courtesy and inclusion. All participants, including organisers, staff, volunteers, speakers, sponsors, exhibitors and attendees, are expected to comply with this Code of Conduct.

JUSTICE values the participation of everyone attending its events and wishes to ensure that all participants have a positive and rewarding experience, and we always endeavour to make sure all our events are welcoming, inclusive and accessible in line with our JUSTICE values and commitment to equality, diversity and inclusion.

As a cross-party law reform and human rights organisation, JUSTICE recognises the importance of freedom of expression and open debate in advancing understanding and informing reform of the justice system. JUSTICE encourages constructive and robust discussion, including disagreement between participants at JUSTICE Events, while recognising the importance of treating others with dignity and respect.

Expected Behaviour

All participants at JUSTICE Events are expected to treat one another considerately and help create a welcoming, collaborative and positive environment in which everyone has the opportunity to participate meaningfully.

To support this, we ask everyone attending JUSTICE Events:

- **To be supportive of others.** Offer assistance where appropriate and, if you are unable to help someone, direct them towards another person who may be able to assist
- **To be inclusive.** Be mindful that participants may come from different cultures and backgrounds. Avoid unfamiliar terminology, acronyms or jargon where possible, or explain these where necessary
- **To be collaborative.** Encourage the involvement of others in relevant activities, including discussions, workshops and networking opportunities
- **To be polite.** Communicate courteously and professionally with other participants, whether in person, online or in writing
- **To respect differing perspectives.** Participants may encounter a wide range of opinions at JUSTICE Events. Listen attentively, seek to understand different perspectives and avoid unnecessary interruptions. Respectful disagreement and constructive criticism are welcome where appropriate.

[1] **JUSTICE events include, but are not limited to, conferences, lectures, panel discussions, roundtables, seminars, receptions and networking events, whether held in person or online.*

- **To refrain from harassment.** Harassment may include offensive or discriminatory remarks or conduct relating to race, religion or belief, sex, sexual orientation, gender reassignment, age, disability, marriage and civil partnership, pregnancy and maternity, or social and economic background. It may also include displaying sexual imagery in public spaces, intimidation, stalking, unwanted following, persistent disruption of presentations or other activities, inappropriate physical contact and unwelcome sexual attention
- Discrimination and harassment are prohibited at all JUSTICE Events. Behaviour or language that makes others feel unwelcome is also strongly discouraged, regardless of whether it amounts to harassment

Breaches of the Code of Conduct

- Where a participant behaves in a manner that breaches this Code of Conduct, JUSTICE reserves the right to take appropriate action.
- Depending on the circumstances, this may include issuing a warning, requiring the participant to leave the event without a refund where an attendance fee has been paid, or restricting their participation in future JUSTICE Events.

Reporting Concerns

- Participants who wish to report a suspected breach of this Code of Conduct during a JUSTICE Event should ordinarily raise their concerns with a member of the JUSTICE events team or the designated event organiser.
- The event organiser may take appropriate steps to address the matter during the event and, where necessary, refer the concern to the JUSTICE's senior management team for further consideration.
- Where it would be inappropriate to report a concern to the event organiser, including where the concern relates to the organiser's own conduct, participants may raise the matter directly with JUSTICE's senior management team.
- If you wish to raise a matter of concern after the event has concluded, please share written feedback with the designated events lead, your JUSTICE contact or via the Events mailbox (events@justice.org.uk)
- JUSTICE may undertake further enquiries into alleged breaches of this Code of Conduct where appropriate. In doing so, JUSTICE will seek to handle concerns sensitively, fairly and with due regard to confidentiality.

JUSTICE is committed to providing a safe, respectful and welcoming environment for everyone participating in its events.

Thank you for your cooperation.