



Code of Conduct: Medilink Midlands Events

We are committed to providing a friendly, safe, accessible and welcoming environment for all, regardless of gender, sexual orientation, disability, ethnicity, or religion. This code of conduct outlines our expectations for participant behaviour as well as the consequences for **any** unacceptable behaviour when attending Medilink Midlands events.

PRINCIPLES

We invite all sponsors, speakers, attendees, exhibitors, suppliers, and other participants to help us make our events a safe, positive and enjoyable experience for everyone.

This code of conduct applies to everyone present at our events including sponsors, staff, speakers, attendees, media, contractors and exhibitors.

We expect everyone to act professionally and respectfully, both at the event and during any interactions before or after the event. All attendees have a responsibility to take reasonable care of their own safety, and that of others.

We expect all event participants to abide by this code of conduct at all events managed and delivered by Medilink Midlands.

All decisions about appropriate or inappropriate behaviour are at the sole discretion of Medilink Midlands.

EXPECTED BEHAVIOUR

- Be considerate and respectful.
- Refrain from demeaning, discriminatory, or harassing behaviour or speech.
- Be mindful of your surroundings and of your fellow attendees. Alert conference organisers if you notice a dangerous situation or someone in distress.

UNACCEPTABLE BEHAVIOUR

- Unacceptable behaviour includes but not limited to: intimidating, harassing, abusive, discriminatory, derogatory or demeaning conduct by any attendees or participants at Medilink Midlands events.
- This can also include: unwanted physical contact and offensive comments/jokes or body language
- Any acts or behaviour disruptive to the event (includes heckling, interrupting speakers, protesting).
- Excessive or irresponsible alcohol consumption that risks safety or contributes to behaviour that breaches this code.

UNACCEPTABLE BEHAVIOUR CONTINUED

- Harassment includes but not limited to: offensive verbal comments related to gender, sexual orientation, race, religion, disability; inappropriate use of nudity and/or sexual images in public spaces (including presentation slides); deliberate intimidation, stalking or following; harassing photography or recording; sustained disruption of talks or other events; inappropriate physical contact, and unwelcome sexual attention.
- Wearing clothing that is not suitable for a professional work environment, that is provocative, or otherwise potentially offensive.
- Physical, written, verbal or other abuse, intimidation, threats, annoyance, harassment, stalking, pushing, shoving or use of any physical force whatsoever against any person, which in any way creates a disturbance that is disruptive or dangerous, or creates anxiety in a person.
- Failure to obey any rules or regulations of the chosen venue.

CONSEQUENCES OF UNACCEPTABLE BEHAVIOUR

- Unacceptable behaviour will not be tolerated.
- Anyone asked to stop unacceptable behaviour is expected to comply immediately.
- If a participant engages in unacceptable behaviour, the event organisers may take any action they deem appropriate, up to and including expulsion from the event without warning or refund (if a paid for event)
- Medilink Midlands also reserves the right to deny registration or entry at subsequent events.
- Medilink Midlands reserves the right to ask venue management or security to remove any individual demonstrating unacceptable behaviour
- Medilink Midlands members failing to abide by the Code of Conduct may be asked to leave membership

WHAT TO DO IF YOU WITNESS OR ARE A VICTIM OF UNACCEPTABLE BEHAVIOUR

- If you are subjected to unacceptable behaviour, notice that someone else is being subjected to unacceptable behaviour, or have any other concerns during the event, please notify a member of the Medilink Midlands team as soon as possible. All reports will remain completely confidential.
- The Medilink Midlands team will be available to help participants contact venue security or local law enforcement, or to otherwise assist those experiencing unacceptable behaviour so that participants may feel safe for the duration of the conference. You can report unacceptable behaviour to any member of the team who can be identified by their orange lanyards, or you may email events@medilinkmidlands.com