

Events Code of Conduct

The Royal College of General Practitioners (RCGP) is dedicated to providing a positive and enjoyable experience for everyone present for all event participants.

All participants — delegates, attendees, speakers, exhibitors, staff and volunteers — are required to follow this Code of Conduct at all times. This includes live and virtual events, social events at off-site locations and communications and social media before, during and after the conference itself.

We want everyone to feel welcome, valued and safe, and able to engage without fear of harassment, bullying, humiliation, pressure, intimidation or injury.

To that end, we expect everyone to act professionally, to be respectful of others both in person at the event, and in any interaction before or after the event.

We do not tolerate behaviour which could be perceived as harassment, discrimination, bullying, offensive language, physical or verbal abuse, or any form of inappropriate conduct.

We have a zero tolerance approach to harassment or discrimination in any form.

The following are examples of the types of behaviours we deem unacceptable:

- Harassment including sexist, racist, or exclusionary comments or jokes are not appropriate. Sustained interruptions, inappropriate, unwanted physical contact, sexual attention or innuendo, deliberate intimidation, stalking, and photography or recording of an individual without consent
- Offensive comments related to gender, sexual orientation, disability, physical appearance, body image, age, race, religion or belief, gender reassignment, marriage and civil partnership or pregnancy and maternity
- Sharing of content which is inappropriate for our diverse, professional audiences, including sexual language and imagery
- Belittling or insulting other attendees
- Unauthorised canvassing, suitcasing, soliciting or leafleting of attendees

This is a non-exhaustive list.

The RCGP works in partnership with Wonderly (Haymarket Media Group) who organises the event on our behalf. If you, or anyone else in attendance, are made to feel uncomfortable, witness harassment of any type, or have any concerns regarding your welfare, or the welfare of another attendee, please contact a member of Wonderly's Event team or an RCGP staff member, as soon as possible.

There will always be a member of the Wonderly's Event team on site and they are fully briefed on this Code of Conduct, and are trained to respond accordingly, including where necessary working with the venue's security team.

If you become aware of an incident after the event itself, please still report it, by email rcgp@haymarket.com

Any reports will be treated in utmost confidence and we ask that disclosure is kept to a minimum to give us the opportunity to fully investigate and respond to the situation, in line with due process. We will provide support to ensure the affected person(s) feel safe.

Our response will depend upon the situation, but may include any one or more of the following actions:

- addressing the incident with the perpetrator(s), or his/her superiors
- expulsion from the event of the perpetrator(s)
- issuing a warning to the perpetrator(s)
- informing the venue security personnel
- referring the matter to the police
- preventing the perpetrator(s) from attending all future RCGP events

We want our events to provide a safe, inclusive environment where professionals in their respective industries can come together, enjoy themselves and network. This is reliant on everyone involved in the event - from suppliers to attendees - being respectful of one another and calling out any inappropriate behaviour, whether personally affected or not.

In the unlikely event that harassment takes place, this Code of Conduct explains what you should do, and provides a mechanism for Wonderly (Haymarket Media Group) to take immediate steps to resolve the situation.

Any reporting of misconduct will be treated in complete confidentiality wherever requested and there will be no repercussions of doing so. If you witness or experience something at any of our events that doesn't sit comfortably with you, we urge you to let us know, in good faith.