



QueerFuture Code of Conduct

[Code of Conduct dated 7/8/2019]

Thanks for coming to QueerFuture!

We want to make sure everyone feels comfortable during our events, and that means laying out some basic standards we expect everyone to follow.

The queer community is known as one of the most inclusive around - and maintaining that legacy is down to all of us. At QueerFuture, we expect everyone to:

- Help each other
- Listen to everyone's opinion
- Set good example
- Be aware of your bias and prejudice
- Respect your environment and the people around you

The way we conduct ourselves is also important, and to get your point across while respecting others we also expect you to commit to the following:

- **No** violence
- **No** harassment
- **No** discrimination
- **No** inappropriate imagery or content

Harassment includes, but is not limited to, offensive gestures, verbal or written language, relating to:

- Gender identity
- Ethnicity / Racial identity
- Age
- Sexual orientation
- Religious belief
- Disability
- Physical appearance, including but not limited to body size / shape.

It may also include:

- Sexual images in public spaces
- Sustained disruption of other's speech, talks or events
- Inappropriate physical content
- Uninvited sexual attention

Further, if you are doing anything to intentionally make others feel uncomfortable, that will be considered as harassment.

Everyone involved in QueerFuture, including organisers, are subject to this Code of Conduct. If you have been asked to stop harassing behaviour, you are expected to stop immediately.

If harassment has been deemed to be severe enough to warrant immediate action, or if harassment has continued after warning, you will be **asked to leave** and taken out of the study. Any right to reimbursement will be **revoked**, and you shall be **blacklisted** from any future community engagement of this study.

Reporting incidents

If you have been involved in an incident, feel you are being harassed, see someone else being harassed, **or have any other concerns**, please immediately contact the organiser (Jordan Thomas).

You can speak with Jordan at any time in person, but if you are uncomfortable, please send an e-mail to: psxit3@nottingham.ac.uk.

All messages will be taken seriously and responded to, and we will take necessary action where needed.

Otherwise, if you would like to contact Jordan **anonymously**, please use the following link: <https://forms.office.com/Pages/ResponsePage.aspx?id=7qe9Z4D970GskTWEGCkKHkzxpVHXHhpMtCSkcJGfsDRUME44TUNCRjdNNIixV0JNSDRBSVZHTFhMNy4u>

Due to the anonymous nature of the form, we cannot follow up with a personal response to you, but we will fully investigate and take action where necessary.

How we deal with incidents

When taking personal reports, we will do our best to ensure you are safe, cannot be overheard, and will treat the matter with strict confidentiality.

Once safe, we will ask you to tell us what happened. This may be upsetting, but we aim to be as respectful as possible, and you are welcome to bring others for support if needed. You won't be asked to confront other people, or engage in any discussion you are uncomfortable with.

We are happy to help you contact venue security, local law enforcement, local support services, provide an escort or otherwise assist you to feel safe for the duration of the event.

If you have any questions or concerns, please e-mail Jordan at: psxit3@nottingham.ac.uk

(This Code of Conduct was adapted from [margins Code of Conduct](#).)