Code of Conduct

Policy Against Harassment at UKRI Trustworthy Autonomous Systems Hub Activities

The open exchange of ideas is central to the UKRI Trustworthy Autonomous Systems Hub (TAS) mission. This requires an environment that embraces diversity and provides a safe, welcoming environment for all.

This policy **applies to all TAS activities**, including:

- conferences, symposia, workshops, and events sponsored, co-sponsored, or in cooperation with TAS
- TAS member meetings
- exchanges among committees or other bodies associated with TAS activities **publications and communications sent through communication channels associated with TAS**, including social media.

1. Expected Behaviour

We expect all participants in TAS activities to abide by this policy in all venues, including ancillary events and unofficial social gatherings:

- Exercise consideration and respect in your speech and actions;
- Refrain from demeaning, discriminatory, or harassing behaviour and speech;
- Be mindful of your surroundings and of your fellow participants;
- Alert an Ally, as outlined in section 3, if you notice a dangerous situation, someone in distress, or violations of this policy, even if they seem inconsequential.

2. Unacceptable Behaviour

Unacceptable at any TAS activity is:

- **Abuse**: Any action directed at an individual that (a) interferes substantially with that person's participation; or (b) causes that person to fear for his/her personal safety. This includes threats, intimidation, bullying, stalking, or other types of abuse.

- **Discriminatory Harassment**: Any conduct that discriminates or denigrates an individual based on race, ethnicity, religion, citizenship, nationality, age, sexual or gender identity, disability, or any other characteristic protected by law in the location where the TAS activity takes place.
- **Sexual Harassment**: Unwelcome sexual advances, requests for sexual favours, or other verbal/physical conduct of a sexual nature. Examples include (but are not limited to):
  - unwelcome advances or propositions, particularly when one individual has authority over the other;
  - inappropriate touching of an individual's body;
  - degrading or humiliating comments about an individual's appearance;
  - using an activity-related communication channel to display or distribute sexually explicit images or messages.
- Alert an Ally, as outlined in section 3, if you notice a dangerous situation, someone in distress, or violations of this policy, even if they seem inconsequential.

Harassment can occur when there is no deliberate intention to offend. Be careful in the words that you choose. Harassment committed in a joking manner or disguised as a compliment still constitutes unacceptable behaviour. Remember that sexist, racist, and other exclusionary jokes can be offensive to those around you.

3. How to Report Unacceptable Behaviour

Any individual who experiences harassment (as described above) at any TAS organised event should contact an Equality, Diversity and Inclusion (EDI) Ally wearing a yellow lanyard. TAS EDI Allies, who have agreed that they may be approached outside of such events, are: Dr Genovefa Kefalidou, Dr Kate Devlin, Dr Caitlin Bentley and Professor Joel Fischer.

You may also contact the TAS Hub's interim EDI Officer at the following email address: edi@tas.ac.uk

All correspondence will be treated in the strictest confidence.

We acknowledge that the Association for Computing Machinery (ACM)'s Policy Against Harassment has been adapted to form the UKRI TAS Hub's Code of Conduct.