

Events Code of Conduct

Introduction

The Infection Prevention Society (IPS) is dedicated to providing safe, inclusive, and respectful environments at all conferences, events, and networking activities. We are committed to ensuring that every participant, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, or religion, feels welcome and valued.

Purpose

This Code of Conduct outlines the expectations for behaviour at IPS events to ensure a positive experience for all participants. It also provides guidelines for addressing incidents of inappropriate behaviour, ensuring that everyone can engage in IPS activities free from harassment or discrimination.

Core values

IPS is guided by the following core values:

- **Clinically led and professionally managed:** We are committed to maintaining the highest standards of clinical excellence and professional management in all our activities.
- **Responsive to challenges:** We actively listen to our members and respond to the challenges they face in infection prevention and control.
- **Inclusive and accessible activities:** We design and run events that are inclusive and accessible to all, ensuring broad participation and engagement.
- **Environmental responsibility:** We consider the environmental impact of our activities and strive to promote environmentally sustainable infection prevention practices.
- **Impact on policy and practice:** We work diligently to positively influence evidence-based infection prevention policy and practice.

Expected behaviour

All participants at IPS events are expected to:

- **Act and communicate respectfully:** Engage in dialogue that is respectful, clear, and constructive and ensure all contributions are valued. Always be respectful and kind to others
- **Promote inclusivity and celebrate diversity:** Ensure that all voices are heard and respected. Be welcoming to all participants and actively discourage exclusionary behaviour.
- **Act professionally:** Conduct yourself in a manner that reflects the values and mission of the IPS. This includes being punctual, prepared, and considerate of others' time and contributions.
- **Consider environmental impact:** Be mindful of the environmental impact of your actions during IPS events and support sustainable practices.
- **Follow legal and ethical guidelines:** Adhere to all relevant laws, regulations, and ethical standards in your professional activities.

Unacceptable behaviour

The IPS will not tolerate any form of offensive or unwanted behaviour. This includes, but is not limited to

- **Harassment or discrimination:** Any verbal or physical behaviour that demeans, intimidates, or harms another person, particularly based on gender, sexual orientation, disability, physical appearance, body size, race, or religion.
- **Inappropriate conduct:** This includes but is not limited to the use of sexual language or imagery, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.
- **Offensive language:** This includes sexist, racist, or exclusionary jokes, swearing, or any language that could be perceived as offensive or inappropriate.
- **Breaches of confidentiality:** Sharing confidential information without permission.

Consequences of unacceptable behaviour

Participants asked to stop any inappropriate behaviour are expected to comply immediately. If a participant engages in unacceptable behaviour, the IPS may take any action they deem appropriate, including:

- A verbal or written warning
- Immediate removal from the event without a refund
- Prohibition from attending future IPS events

Reporting and support

If you experience or witness any form of offensive or unwanted behaviour, or if you have any other concerns, please contact a member of the IPS staff immediately. IPS staff will assist in addressing the situation, including:

- Contacting venue security or local law enforcement if necessary
- Providing escorts or otherwise assisting participants to ensure they feel safe for the duration of the event

All reports will be handled confidentially and with the utmost seriousness.

Confidentiality and data protection

The IPS is committed to protecting the confidentiality of all participants involved in reports of misconduct. Information shared will be handled discreetly and only disclosed as necessary to address the concern. IPS adheres to relevant data protection laws and best practices.

Review and feedback

This Code of Conduct will be reviewed regularly to ensure it remains relevant and effective.

Conclusion

The IPS expects all participants to adhere to this Code of Conduct at all IPS events, including social events. By upholding these standards, we can ensure that IPS events are welcoming, friendly, and productive for all attendees.

Thank you for helping to create a positive experience for everyone involved.