

# LML Code of Conduct for events and meetings

LML invites participants to meetings and events in a spirit of curiosity, friendliness, open-mindedness, and respect. We value your participation and want to ensure a welcoming and safe environment for all. In line with London Mathematical Laboratory policy, we will not tolerate harassment in any form. All participants at our online and in-person meetings and events are required to agree to the following code of conduct.

## Need Help?

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please speak to one of the event organisers or email the Laboratory director at [c.connaughton@lml.org.uk](mailto:c.connaughton@lml.org.uk).

## Summary

- Our meeting is dedicated to providing a harassment-free experience for everyone, regardless of gender, gender identity and expression, sexual orientation, age, disability, appearance, race, ethnicity or religion.
- We do not tolerate harassment of participants in any form.
- Participants asked to stop any harassing behaviour are expected to comply immediately.
- Participants violating these rules may, at the discretion of the organisers, be asked to leave the meeting.

## Be aware

Harassment includes the following:

- Offensive verbal comments related to gender, gender identity and expression, age, sexual orientation, disability, physical appearance, race, ethnicity or religion.
- Deliberate intimidation, stalking, invading personal space, harassing photography or recording, sustained disruption of talks or other events.
- Inappropriate physical contact, persistent and unwelcome sexual attention.
- Solicitation of emotional or physical intimacy accompanied by real or implied threat of professional harm, and/or offering professional favours for compliance.

Staff will be happy to help participants experiencing harassment to feel safe for the duration of the meeting, this may include contacting security, contacting local police, or providing an escort. We expect participants to follow these rules online, at the venue and related social events.