



## **Code of Conduct for Participants at IIC Events, Meetings and Programmes**

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At IIC we strive to create a warm and welcoming environment for all. Our code of conduct applies to staff, Council members and other volunteers, consultants working for the IIC, service providers and to IIC Fellows, members and guests attending our events or accessing our services.

IIC recognises its responsibility to create an inclusive culture that does not tolerate inappropriate, discriminatory, offensive or harmful behaviour towards any person who works for, volunteers with, is a member of, or comes into contact with, the Institute.

We also strive to make IIC, both in terms of its office, meetings, events and all other services, a place where people's wellbeing and mental health are valued and promoted, so that anyone working at the IIC or coming into contact with the Institute is encouraged to value and invest in their own health and wellbeing.

IIC:

- Stands against bullying, intimidation, harassment, discrimination or victimisation in any of its activities.
- Encourages a culture that supports the reporting and resolution of allegations, suspicions or concerns about abuse of any kind of inappropriate behaviour.
- Ensures that anyone working or volunteering for the IIC understands the expectations placed upon them, and provides support including any relevant training to assist them in meeting their responsibilities.
- Ensures that anyone who works or volunteers for the IIC, or accesses its services, can access appropriate support and advice if they experience or witness unacceptable behaviour, raise a concern or make an allegation about the actions of others if they don't feel safe.

IIC staff, volunteers (including Council members) and members who access our services are requested to:

- Communicate and respect boundaries, bearing in mind that they are different for everyone
- Keep any physical contact safe and socially appropriate
- Speak up if something makes you uncomfortable, or if you notice another participant may be uncomfortable
- Listen with an open mind if somebody else speaks up
- Behave with integrity

If you have any questions, feedback on this policy please get in touch with the IIC office, contact details are on our website. If you have been made to feel unsafe or unwelcome while attending an IIC event, accessing one of our services, or engaging with any of our team, please follow our complaints procedure.