

## Code of Conduct

We're keen to make sure that our Black Heroes of Mathematics 2022 Conference is a great event for everyone, therefore we ask all participants to follow the code of conduct.

- Be inclusive: use welcoming and inclusive language, avoiding unnecessarily gendered or ableist terms, and consider others' experiences and circumstances in what you say and do. Respect others' pronouns. Do not engage in exclusionary behaviour or language against anyone based on their race/ethnicity, gender (binary, assigned or otherwise), disability, physical or mental health, sexual orientation, religion or belief, parental, pregnancy or relationship status, level of education, age or anything else. Don't make exclusionary jokes, even "ironically".
- Respect and listen to each other's views; if you disagree with someone, challenge and discuss their idea, not them. Aggression, intimidation and elitism are unwelcome here. Avoid using slang or abbreviations without explanation.
- Don't share anything that someone else has shared, or any pictures or recordings which include other participants, without their prior permission.
- Sharing, posting or linking to pornographic/gory images, offensive material, sites containing hate speech, hosting malware, initiating downloads, sending inappropriate messages or promoting illegal activities is not acceptable. Sustained or deliberate disruption of events or discussions is not acceptable.
- Please do NOT share the joining details. Friends/colleagues who wish to join should register for the event.

Participants violating these rules may be asked to leave the event. If you are subject to or observe anything in violation of the above, or have any other problems/concerns - please speak to one of the event hosts in a separate message, or email [Liam.Holligan@icms.org.uk](mailto:Liam.Holligan@icms.org.uk). Reports will be dealt with discreetly and in confidence.

Please be aware of the effect your words and actions have on other people in the group. We want everyone to have a great time, be included and treated with respect. **If what you're doing is making someone feel uncomfortable, that is enough reason to stop doing it.**

Kind regards,

**Liam Holligan** (he/him)  
Conference Co-ordinator  
International Centre for Mathematical Sciences  
Bayes Centre, 47 Potterrow, Edinburgh

