



## Code of Conduct

The United Kingdom and Ireland Branch of the International Association of Music Libraries, Archives, and Documentation Centres (IAML) holds professional events to enable its members to participate in professional work, build professional networks, and discover new products and services for professional use. To ensure the opportunity for all participants to benefit from these events, IAML (UK & Irl) is committed to providing a harassment-free and welcoming environment for everyone.

As an association, IAML (UK & Irl) is strongly committed to diversity, equality, and the free expression of ideas, based on a firm belief in the value of civil discourse and the free exploration of competing ideas and concepts – with a fundamental respect for the rights, dignity, and value of all persons. Within the context of IAML policy and the professional practices of librarianship, critical examination of beliefs and viewpoints does not, by itself, constitute hostile conduct or harassment. Similarly, use of sexual imagery or language in the context of a professional discussion might not constitute hostile conduct or harassment.

IAML (UK & Irl) seeks to provide a work environment of mutual human respect. We recognize a shared responsibility to create and maintain that environment for the benefit of all. Some behaviours are, therefore, specifically prohibited:

- Harassment or intimidation based on race, religion, language, gender, sexual orientation, gender identity, gender expression, disability, appearance, age, or other group status protected by law.
- Sexual harassment or intimidation, including unwelcome sexual attention, stalking (physical or virtual), or unsolicited physical contact.
- Intimidation of speakers (verbally or physically). Speakers are asked to frame discussions as openly and inclusively as possible and to be aware of how language or images may be perceived by others. Speakers are expected to be respectful to the chair of the event and their audience and may not dictate to members or groups of members whether they are permitted to attend their session nor to prescribe where they are permitted to sit. Participants may – and do – exercise their option to leave a session or a conversation. All participants are expected to observe these rules and behaviours in all event venues (physical or virtual) and associated social events. Participants asked to stop a hostile or harassing behaviour are expected to comply immediately. Event participants seek to share knowledge and perspectives, learn, network and have fun, and must do so responsibly and with respect for the right of others to do likewise. Please be assured that the Branch strongly disapproves of any behaviour that violates this Code. The Branch will treat seriously any suggestion that such unacceptable behaviour has taken place. Any claim to that effect will be responded to immediately by the event administrators or the Executive Committee, referring to external authorities if appropriate to the circumstances. A follow-up report will be made to individuals who initiate an investigation in accordance with this Code.