



Life+ Code of Conduct

We want to foster an inclusive environment where everyone feels comfortable and able to achieve their best. As a result, the behaviour below is rarely an issue here, but we want to explicitly mention it anyway, so that we have a shared understanding. We want to hear about any concerns you have or behaviour you find uncomfortable, however big or small it may seem.

Code of Conduct

Life+ is dedicated to creating an inclusive environment for everyone, regardless of race, ethnicity, nationality, religion, colour, sex (with or without sexual conduct and including pregnancy and sexual orientation involving transgender status/gender identity, and sex-stereotyping), national origin, age, disability (physical or mental), genetic information, sexual orientation, gender identity, parental status, marital status, and political affiliation as well as gender expression, mental illness, socioeconomic status or background, neuro(a)typicality, physical appearance, body size, computing experience, or clothing. Consider that calling attention to differences can feel alienating.

We do not tolerate discrimination or harassment in any form. Discrimination is unfairly treating a person or group of people differently from other people. Harassment is unwanted and unwelcome words, deeds, actions, gestures, or behaviours that make someone feel uncomfortable. The following conduct may constitute discrimination or harassment, including for observers:

- Written or verbal slurs, jokes, remarks, questions or gestures that are derogatory or demeaning to an individual's or group's characteristics or that promote negative stereotypes
- Deliberate intimidation, stalking, or following
- Harassing photography or recording
- Sexual images in public spaces (e.g. no explicit/sexualised images on your slideshows or desktop backgrounds) or visual displays (including photographs, cartoons and drawings) of suggestive or degrading images or stereotypes of any individual or group based on protected characteristics
- Sustained disruption of talks or other events
- Limiting opportunities to work on certain assignments on the basis of protected characteristics
- Unwelcome sexual jokes, language, epithets, advances or propositions
- Unwelcome touching, leering, whistling, or suggestive, insulting or obscene comments or gestures
- Persistent unwelcome flirtations or unwelcome physical contact, including continuing to express personal interest after such interest has not been reciprocated
- Demanding or suggesting inappropriate behaviour in exchange for favourable reviews, assignments, promotions, or continued employment
- Retaliation for reporting or threatening to report harassment
- Advocating for, or encouraging, any of the above behaviour



Harassment does not need to be recognized as unwanted or unwelcome by anyone other than the person being harassed. Likewise, sexual harassment does not need to be motivated by sexual desire to violate this policy. Be careful in the words that you choose. Remember that sexist, racist, and other exclusionary jokes can be offensive to those around you. Offensive jokes are not appropriate and will not be tolerated under any circumstance.

ENFORCEMENT

Anyone asked to stop any harassing behaviour is expected to comply immediately. If a grant awardee engages in harassing behaviour, or a community member engages in harassing behaviour during a community meeting, we'll take action to keep Life+ a welcoming environment for everyone. Any community member or grant awardee violating these rules may be removed from the community. If they are a grant awardee, they risk termination of this award.

We expect grant awardees and community members to follow these at all programme venues, related social activities and at any office space. We think people should follow these rules outside programme activities too.

REPORTING

If someone makes you or anyone else feel unsafe or unwelcome, please report it as soon as possible. There is no issue too small to report. Harassment and other code of conduct violations reduce the value of Life+ for everyone. We want you to be happy here.

Acknowledged and accepted by **[insert organisation name]**

Signature.....

Date:.....

Print Name:

Signature.....

Date:.....

Print Name: