

Code of Behaviour for Kaleidoscope Events

Kaleidoscope is committed to providing a welcoming and safe environment for everyone involved in any events organised by the group. Kaleidoscope supports a culture of reciprocal respect and will not tolerate discrimination or harassment in any form.

The code of behaviour applies to anyone who engages with our events. Action will be taken against anyone who does not adhere to this code of behaviour, under the University's [Dignity and Respect policy](#)

All speakers, trainers, supporters, staff, volunteers, students and participants must behave in a courteous and respectful manner towards others at all times.

You will not engage in the following behaviours that are not tolerated by Kaleidoscope including, but not limited to:

- Harassment is any improper or unwelcome conduct that might reasonably be expected or be perceived to cause offence or humiliation to another person. Harassment in any form because of offensive or discriminatory actions or comments related to a person's gender, sex, race, sexual orientation, disability, age, marital status, pregnancy and maternity, religion or belief, appearance or other aspects of identity or protected characteristic under the Equality Act 2010.
- Sexual harassment is a specific form of harassment as defined under the Equality Act (2010) as "unwanted conduct of a sexual nature, which has the purpose or effect of either: (a) violating the complainant's dignity; or (b) creating an intimidating, hostile, degrading, humiliating or offensive environment for the complainant."
- Bullying is any "offensive, abusive, malicious or intimidating behaviour or misuse of power with the intention of undermining, humiliating or belittling the person it is being directed towards." (Equal Opportunities Commission, 2020). This can take place in person and online.
- Threats or incitements of violence against anybody.
- Stalking or deliberate intimidation, including continued one to one communication after a request to cease.
- Publication of confidential or sensitive communication.
- Unwelcome comments regarding another person's lifestyle choices or practices.

Consequences of unacceptable behaviour

Unacceptable behaviour will not be tolerated. Action will be taken against anyone who does not adhere to this code of behaviour.

Participants asked to cease any inappropriate behaviour are expected to comply immediately. If a participant engages in unacceptable behaviour, the event organisers may take action they deem appropriate, including expulsion from the event.

The University [Dignity and Respect policy](#) applies in this situation to all members of our community – students and staff.

Reporting inappropriate behaviour

If you experience harassment, bullying or discrimination of any form whilst participating in or after the event, or if you are made aware that someone else may be affected by inappropriate behaviour, you should use the [Support and Report](#) tool or contact diversity@bath.ac.uk.

Use of images

Please do not record or screenshot any part of this event.