



Festival Code of Conduct

Being Human Festival celebrates everything there is about being a human. In keeping with this we expect all activities that are part of the Being Human Festival to be delivered with a core value of mutual respect, protecting festival organisers, contributors, and audience members from harm, and valuing diverse contributions.

To ensure this, we require that all Being Human Festival organisers, contributors, and audience members adhere to the following code of conduct.

1. Being Human activities welcome everyone, regardless of age, disability, gender reassignment, marriage and civil partnership, race, religion and belief, pregnancy and maternity, sex, or sexual orientation.
2. Being Human activities will not tolerate discrimination or harassment of any participant in any form.
3. All festival organisers, contributors, and audience members are reminded that they have a role in creating this inclusive space. The activity organisers will welcome being notified of any issues you become aware of.
4. All festival organisers, contributors, and audience members are expected to take care in their use of language and imagery to protect those who might be harmed or further marginalised by misuse.
5. Some topics may require use of potentially harmful content, for example sexualised imagery, or terms that are considered slurs when not used by members of specific communities. All festival organisers should consider this on a case by case basis, and follow the general guidance of "nothing about us without us". Trigger warnings may be useful in some cases.
6. Where potentially harmful content is present, all festival organisers, contributors, and audience members are reminded that discussion should be thoughtful, and that something being used as part of a planned activity does not mean it is suitable for use elsewhere.
7. Some of the topics covered will be triggering for participants. In particular, marginalised festival organisers, contributors or audience members may experience trauma related responses to subjects covered. All festival organisers, contributors, and audience members are asked to consider in advance how they might protect themselves if they experience such a reaction and are reminded that it is always ok to remove yourself from a situation if you feel you need to.
8. If you know in advance that a topic may pose issues for you, or have any concerns, please contact the festival organisers. They will be happy to consider any accommodations or

support arrangements you might need.

9. All festival organisers, and the Being Human team, are happy to speak to any contributor or audience member who experiences such a response after the activity and are open to learning how to handle things better in future.
10. All festival organisers, contributors, and audience members are asked to try to assume good faith in the first instance. Depending on the context, when we see a first misuse of language or content it will be understood to be a mistake. However, festival organisers will be ready to respond if you feel that there is harmful intent, so do not hesitate to let them know.
11. Wherever possible, festival organisers, contributors, and audience members are asked to “call-in”^{*} anyone they feel has made a mistake rather than to call them out. We want to foster an environment of shared learning.
12. However, we do not put the responsibility for education onto the shoulders of marginalised individuals. If you need to call someone in, but also need someone else to do the work, please speak to festival organisers in the first instance.
13. All participants should remember that despite our commonalities, everyone communicates differently. Being Human activities welcome all people, and all participants are asked to make time and space for different modes of communication to be accommodated.
14. All festival organisers, contributors, and audience members are reminded that inclusion in online spaces is just as important as for in-person activities. All of the points raised in this code of conduct apply to both online and in person activities, as well as to any typed chat discussion, related social media or discussion of the activities elsewhere.
15. Try to adjust for other people’s needs where you can, whilst maintaining your own boundaries.
16. Be gentle, and kind, to yourself and other participants.

Our commitment to improving:

The code of conduct above is a starting point for our learning journey. We know that Equity, Diversity and Inclusion (EDI) is an area that continues to change as we become more aware of diverse issues and needs. All our EDI documents, processes and actions will continue to be reviewed regularly. If you have identified an area within which we could do better or would like to send us any other comments on our approach to EDI work, then please contact us at beinghuman@sas.ac.uk.

Our commitment to sharing:

If this code of conduct is useful to you as part of your own EDI work and learning, then we are happy for you to take it as a starting point and amend to your own needs. If you do this please ensure that others can benefit from your work too, and it would be great if you could let us know at beinghuman@sas.ac.uk.

^{*}“Calling in” is the process of involving someone who may be unintentionally causing harm in further discussion and education, rather than calling them out or just telling them off for their opinions. In some cases, this further involvement has been shown to help adjust viewpoints, particularly in those who are mistaken or just not yet informed on a topic.