

Code of Conduct for Attendees at Durham University Alumni and Supporter Events

This Code of Conduct sets out the expectations of Durham University in regard to the conduct and behaviour of all members and guests of the Durham University alumni and supporter community (the “Community”) when attending or volunteering at events hosted by, or on behalf of Durham University.

The University values the considerable contributions made to its work by its alumni body and seeks to ensure that such events are enjoyed by all attendees. All attendees at University events are encouraged to understand that they are expected to represent the University as ambassadors of their alma mater and that their attendance and conduct at University events contributes to the excellent reputation of the University.

This Code is applicable to all members of our Community and their guests attending or volunteering any functions or events to which they are either invited as guests of the University, or booked or attended in response to any advertisement or other invitation. In attending any such function or event hosted by or on behalf of Durham University, attendees **acknowledge and agree to the following:**

1. Durham University is highly committed to maintaining an inclusive culture and environment in which the rights and dignity of its members are at all times valued and respected, whether members are representing the University at work, or enjoying opportunities to socialise at University events. All University staff, students and members of the alumni community have the right to expect courteous behaviour from other event attendees and each have a corresponding responsibility to behave courteously towards others.
2. Durham University takes a **zero tolerance approach** to any form of harassment or victimisation occurring at its events and expects all members of its alumni community to treat each other, University staff and students, with respect, courtesy and consideration.
3. For the purposes of this Code, including any investigation of any incident reported under this Code, and in line with the provisions of the Equality Act 2010, it is considered by the University that a person subjects another to harassment where they engage in any unwanted and unwarranted conduct which has the purpose or effect of:
 - a. Violating another person’s dignity; or
 - b. Creating an intimidating, hostile, degrading, humiliating or offensive environment for another person.

Further, it is acknowledged that a recipient of such harassment does not need to have explicitly stated to the perpetrator that the behaviour was unwanted, and that although harassment may involve repeated forms of unwanted and/or unwarranted behaviour, a one-off incident can be determined by the University to amount to harassment and be actionable under this Code.

The intentions of an alleged harasser are not necessarily determinative of whether harassment has taken place. The perception of the complainant and the extent to

which that perception is, in all the circumstances reasonable, will also be highly relevant.

4. No attendee shall subject any other attendee to any unwanted physical contact, whether that is simply an invasion of personal space or amounting to an assault.
5. Attendees acknowledge that University events are **professional events** intended to enhance professional networks for attendees, and to strengthen professional links within the University community. In attending any University event, attendees acknowledge any instance of the following behaviour shall be considered inappropriate, and that any report of such behaviour may result in action being taken by the University in accordance with this code:
 - a. any inappropriate gesture or body language;
 - b. any sexually explicit remarks or innuendoes;
 - c. any sexual advances and/or touching; and
 - d. any inappropriate or offensive comments regarding the physical appearance of another individual, including insults, compliments, jokes or gestures.

Further, attendees acknowledge that where you collect contact information from other attendees at University events, you do so for professional networking reasons only. All subsequent communications and interactions, whether in person, by telephone or by any other electronic means, should remain professional and be in keeping with this Code.

6. In attending any University event or function, attendees acknowledge that at all times, they are fully responsible for their actions and behaviour both during the course of such event and during any socialising which may be connected to such event but which continues after such event has concluded. Attendees should at all times consume alcohol responsibly, and attendees acknowledge that being under the influence of alcohol, drugs or otherwise intoxicated is not an excuse for lack of courtesy, rudeness to, harassment or victimisation of another attendee or guest.
7. The University undertakes to make every effort to ensure that harassment, victimisation and/or other unwelcome or inappropriate behaviour do not occur at University events, and in the event that any incidents of harassment, victimisation or other inappropriate behaviour in violation of this Code are reported to the University as having occurred at any University event, such reports are taken seriously, and are investigated promptly and effectively.
8. Where following investigation by the University, **the University determines at its sole discretion**, that an attendee at a University event has demonstrated behaviour not in keeping with this Code of Conduct, the University reserves the absolute right to impose any sanction it sees fit, including, but not limited to the imposition of a ban on future attendance at any/or all University events.