

## British Society of Gerontology Anti-Harassment Statement

The British Society of Gerontology (BSG) is committed to providing an inclusive, safe and respectful conference environment for all delegates. The annual conference is convened for the purposes of scholarly, collegial, educational, and professional exchange. Whilst we welcome open dialogue, debate and engagement, we expect delegates to show other delegates respect, courtesy and consideration.

The BSG will not tolerate any form of harassment in any of the conference sessions, group or one-on-one discussions and in all other conference content and communication. Harassment is unwanted behaviour which you find offensive or unacceptable, or which makes you feel intimidated or humiliated. This behaviour may include:

- spoken or written abuse
- insulting behaviour
- harassing photography or recording
- sustained disruption of conference sessions
- unwanted physical contact or advances
- the ridicule or exclusion of an individual
- offensive tweets
- physical gestures or banter that is offensive to you

Condoning such conduct may be harassment in itself.

Harassment is unlawful discrimination under the UK Equality Act 2010 if it is because of or connected to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

### Reporting Harassing Behaviour

If you believe you are being harassed or that another delegate is being harassed at the BSG annual conference, please report it as soon as possible to **[Names and contact details]**.

The BSG will promptly and impartially take reasonable measures to establish the facts and circumstances of any claim of harassment, but only with the approval and cooperation of the individual(s) who experienced harassment.

Please note that we will maintain your confidentiality except where doing so would compromise another person's rights or our ability to conduct a thorough investigation. In such cases, the BSG will limit disclosure only to that information necessary to ensure proper investigation.

### Consequences

Delegates asked to stop any harassing behaviour are expected to comply immediately. If a delegate engages in harassing behaviour, the BSG retains the right to take any actions including warning the offender, expulsion from the conference with no refund, exclusion from further BSG events, forfeiture of roles on BSG committees and groups, or termination of membership.

Equally, an allegation of harassment must not be made lightly. If it is found that an allegation of harassment has been made maliciously, the BSG retains the right to take any actions including warning the offender, expulsion from the conference with no refund, exclusion from



further BSG events, forfeiture of roles on BSG committees and groups, or termination of membership. A complaint made in good faith, even if found to be unsubstantiated, will not be considered a malicious accusation.