Code of Conduct for Challenges & Changes Reading Group

This code of conduct sets out expectations for discussions and meetings as part of the 'Challenges & Changes' reading group. These guidelines aim to make the reading group a safe space for all. It is a collective agreement, which will adapt as we learn and grow.

- We will contribute to discussions with a constructive and positive approach and treat each other with dignity and respect. This includes respecting everyone's pronouns.
- We will be kind to each other and will not insult or put down other reading group members.
- We will accept people's accounts of their experiences of marginalisation, and respect them by not disputing their lived experience.
- We acknowledge the existence of racism, sexism and classism in science. We acknowledge that privilege is intersectional – different dimensions of marginalisation such as race, class, gender, and other individual characteristics "intersect" or overlap with one another – and that those whose identity sits at these intersections face specific challenges.
- We will always try to be aware of our privileges (including race, gender, sexuality, class, (dis)ability, and role in the department) and take a step back so marginalised people can lead.
- We will not publicly share any communication on anyone's personal circumstances or experience. We will treat all experiences shared here in confidence. Unless explicit consent is requested and given, discussions held in the group should stay in the group. We will be particularly careful and kind if sharing material related to the reading group on social media.
- We will not tolerate harassment of participants in any form. Examples of harassment include (but are not necessarily limited to) offensive verbal comments and/or imagery related to gender, gender reassignment, gender identity and expression, age, marriage and civil partnership, pregnancy and maternity, sex, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion or belief and/or technology choices. Other examples of harassment include deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of discussions, inappropriate physical contact, unwanted sexual attention, and sexual images in public spaces. All examples of harassment are equally important.

If anyone who is part of the reading group feels that someone else is not abiding by this code of conduct, they should feel empowered to say as much.

If the organiser or chair feels it is appropriate, they may ask someone who is not abiding by this code of conduct to leave, or may, if they see fit, remove them from the discussion or end the discussion accordingly.

If you feel unable to voice these concerns in person, or have any other concerns, please contact Kathryn Boast (kathryn.boast@physics.ox.ac.uk) or Alex Ramadan (alexandra.ramadan@physics.ox.ac.uk).

References / acknowledgements