

The Association of RE Inspectors, Advisers and Consultants



Supporting and developing leadership in RE and Collective Worship

Code of Conduct for AREIAC Membership

AREIAC is intentionally building an inclusive culture that inspires, engages and celebrates the diversity of its members. As such, members are committed to providing a friendly, welcoming, safe and brave environment within our AREIAC community and at all of our events, where academic enquiry and educational excellence can be pursued with kindness and care regardless of race & ethnicity, gender, sexual orientation, disability, neurodiversity, beliefs or any other characteristic.

This code of conduct outlines our AREIAC membership expectations for behaviour, as well as the consequences for breaching the code of conduct.

The Shorter Version

AREIAC is a professional Religious Education association that aims to provide a welcoming and harassment-free experience for every member, regardless of race, ethnicity or religion, age, socioeconomic background, gender, gender identity and expression, sexual orientation, disability, physical appearance and other characteristics. We do not tolerate harassment in any form. We expect professional and courteous behaviour.

Members violating these rules may be sanctioned or expelled from the association without a refund at the discretion of the Executive.

The Longer Version

We expect all members to adhere to the code of conduct and to ensure a welcoming and positive experience for all.

1. Expected behaviour

- Treat all other members with respect and dignity
- Members must not take part in any racist behaviour
- Members must not take part in any demeaning, discriminatory or harassing behaviour, or introduce any unacceptable material or speech
- Be considerate, calm, respectful, and collaborative
- Be mindful of your surroundings and other members.

Nolan Principles: As professional associations we look to the Seven Principles of Public Life, a set of values which underpin public service in the United Kingdom. They are, as follows: **Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty, Leadership** – Holders of public office should act as examples to others and call out poor behaviour when they see it. Contact a member of the Executive.

2. Unacceptable behaviours

Unacceptable behaviour includes the following. This list is not exhaustive. It is important to note that those accused of racism, bullying and harassment are not always aware they have caused offence. A key understanding is not whether the conduct was intended on the part of the perpetrator, but if it is unwanted on the part of the recipient.

- Intimidation (including shouting in the venue space or online)
- Abusive behaviour
- Discriminatory behaviour
- Derogatory, or demeaning materials or conduct, including offensive or inflammatory messaging displayed on clothing or personal items
- Racist comments or behaviour
- Unwanted physical conduct
- Invading personal space
- Demeaning or belittling a person
- Sustained disruption of talks or other events (whether verbal or otherwise)
- Harassment: is any unwanted physical, verbal or non-verbal conduct that has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. A single incident is harassment.
- Bullying: is offensive, intimidating, malicious or insulting behaviour involving misuse of power that can make a person feel vulnerable, upset, humiliated, undermined or threatened.

3. Consequences

Members asked to stop any harassing behaviour are expected to comply immediately. Members violating these rules may be sanctioned or expelled from the association *without a refund* at the discretion of the AREIAC Executive.

4. Unacceptable behaviour during virtual events (including teaching courses)

Delegates are required to follow the expected behaviour including notes above.

Delegates should not use the chat inappropriately, this may include:

- Use of inappropriate language - expletives / swearing
- Sharing links about commercial products / services / advertising
- Verbally attacking a speaker or delegate.

The delegate responsible will be contacted privately informing them why their message has been removed from the chat, and/or of unacceptable behaviour and will be issued a warning. If the delegate continues to send inappropriate messages and/or behaving inappropriately they will be removed from the event. Breaches of a severe nature will result in removal from the event. This is at the discretion of the moderator/conference organisers. The delegate will be informed via email why they've been removed from the event. The chat may be removed for the duration of the event. Breaches of a severe nature will result in removal from the membership. This is at the discretion of the Executive/conference organisers.