

## **Events Code of Conduct**

Our events are an opportunity to celebrate our purpose and to have fun, whilst drinking responsibly and being mindful of our actions, we hope you enjoy the events.

By attending any BBPA event you agree to adhere to our Code of Conduct. All attendees are expected to review the policy in advance and uphold a safe, respectful, and inclusive environment for everyone at BBPA events.

### **Our commitment:**

We are dedicated to fostering a welcoming, inclusive, and safe environment at all of our events. This Code of Conduct defines our expected behaviours of participants, and consequences should the Code of Conduct be breached.

### **Who this applies to:**

Participants, including but not limited to, are classed as:

- Attendees
- Speakers
- Sponsors
- Media
- Guests
- Contractors
- Exhibitors

### **Our principles:**

All participants are expected to behave professionally and respectfully during BBPA events and in any pre- or post- event interactions. Everyone has a responsibility to look after their own safety and the safety of others.

The BBPA does not tolerate discrimination, harassment or unsafe behaviour in any form.

Examples of unacceptable behaviour include, but are not restricted to:

- Discrimination: This includes, but is not limited to, offensive comments or jokes based on age, disability, gender identity, race, religion, sex, sexual orientation, or any other characteristic protected by law. For instance, making derogatory remarks about someone's religion or mocking someone with a disability.
- Harassment: This includes, but is not limited to, unwanted physical contact, inappropriate sexual advances, suggestive comments, or intimidation. This

includes behaviours such as catcalling, touching without consent or making sexual jokes.

- **Disruptive Behaviour:** This includes, but is not limited to, actions that interfere with the event such as heckling, interrupting presentations, or staging protests.
- **Illegal Substance Use:** This includes, but is not limited to, possession or consumption of illegal drugs or substances at the event.
- **Irresponsible Alcohol Consumption:** This includes, but is not limited to, consuming alcohol in a way that leads to unsafe or inappropriate behaviour such as becoming belligerent, overly intoxicated, or engaging in physical altercations.
- **Health and Safety Violations:** This includes, but is not limited to, failure to follow venue specific rules including smoking/vaping in non-designated areas or ignoring event health and safety guidelines such as fire safety procedures.

### **Consequences for breaching the Code:**

If an individual is found breaching the Code of Conduct, they will be asked to stop immediately and may be asked to leave.

Depending on the severity of the situation responses may include:

- Directly addressing the behaviour with the individual/their company representatives
- Involving venue security
- Immediate removal from the event without notice or refund
- Banned from attending future BBPA events
- Referral to law enforcement authorities the decision on whether behaviour violates the Code will be made at the sole discretion of the BBPA and their decision will be final.

### **How to report unacceptable behaviour**

Attendees can be assured that any reports will be handled professionally, sensitively, and confidentially.

If you witness or experience harassment, discrimination or behaviour that makes you feel unsafe during an event, we encourage you to report it to the event team on site, the site professional security, or the BBPA Membership and Events Manager.

Event staff will be available to assist and have been trained on the Code of Conduct and how to respond to such situations.

For incidents that happen after the event you can report them by emailing [nickyackerley@hrsupportconsultancy.co.uk](mailto:nickyackerley@hrsupportconsultancy.co.uk).

**Support for those affected:**

If you experience unacceptable behaviour we are committed to ensuring you receive appropriate support which may include:

- Providing a private confidential space to discuss the incident
- Arranging medical or mental health support on-site or through referral
- Offering information on available external support services
- Contact from a dedicated representative of the organisation

We are here to ensure your safety and comfort all times during our events. If you need help, please don't hesitate to reach out to a member of the event team, security team, or the BBPA Membership and Events Manager. Alternatively, please contact Nicky Ackerley, the BBPA's HR lead, on [nickyackerley@hrsupportconsultancy.co.uk](mailto:nickyackerley@hrsupportconsultancy.co.uk)