**Events Policy**

The Centre for the Study of Global Ethics (CSGE) is committed to creating a welcoming and inclusive environment for all participants at its events. We therefore adopt the [*Good Practice Scheme*](https://bpa.ac.uk/swip/good-practice-scheme/)launched by the British Philosophical Association and Society for Women (UK) with respect to our events, based on the following principles.

**Diversity and inclusion.** Many factors shape the identities of participants at our events, including sex, gender identity and expression, sexual orientation, physical and mental disability, physical appearance, ethnicity and nationality, age, political opinion, religious and other beliefs, socio-economic background, and (academic or non-academic) career stage. We believe the diversity this range of perspectives and experiences brings, enhances the exchange of ideas, innovation and debate.

The CSGE is therefore committed to facilitating the inclusion of people of all walks of life. In general, participants at our events can contribute to this endeavour by exercising empathy, keeping an open mind, and not judging or discriminating against others.

**Anti-harassment and non-discrimination.** Harassment, discrimination, victimisation and any other code of conduct violations reduce the quality of the event for everyone and has a detrimental effect upon the wellbeing of those directly affected by such behaviour and those who are witness to it. Therefore, we do not tolerate harassment of participants in any form (including, but not limited to, offensive verbal comments or language, comments that reinforce social structures of domination, gratuitous sexual comments or images, deliberate intimidation or following, disruption of talks, inappropriate or unnecessary physical contact and unwelcome sexual attention).

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of the CSGE. We *will* take action (for example warning the offender or expulsion from the event with no refund) immediately, depending on the circumstances.

**Seminar structure and conduct.** In order to ensure that everyone gets a fair opportunity to contribute to the discussion, the following should be kept in mind during seminars and Q&A sessions:

* There will be regular breaks between sessions. Within longer seminars, there will be a short break between the presentation and the discussion to allow participants to think through their question and/or discuss it with colleagues.
* The chair is entitled to exercise their discretion (a) concerning the order in which they call on people to ask questions (e.g. by prioritising people who don’t normally speak and/or postgraduates); (b) to intervene in a discussion when necessary to secure an enjoyable and constructive experience for speaker and discussants alike; and (c) to permit follow-up questions or not.
* Questioners are asked to select one question only to ask, and to formulate it clearly and concisely.

**Event accessibility.** We are dedicated to making our events as accessible as possible to our participants. We proactively provide as much detailed information as possible about accessibility and facilities on the event webpages. If you have any needs that are not taken up in this information, please do not hesitate to contact the Events Organiser, who will address your issue in confidence.

**Contact.** Please do not hesitate to contact us if you have any queries regarding the above, if something seems amiss during one of our events or if you have queries regarding accessibility. Usually, the Events Organiser of the CSGE will serve as your first point of contact, but all the members of the CSGE are happy to address any issues you may have.

* The email address of the Events Organiser is globalethicsevents@contacts.bham.ac.uk
* You can find more information on the events in the CSGE on the [Events Webpage](https://www.birmingham.ac.uk/research/activity/globalethics/events/index.aspx)