

## Code of Conduct for RCN Events

- 1 Conduct is key to ensuring the safety of all participants as well as the reputation of the RCN.
- 2 All participants should behave in a courteous and respectful manner towards others at all times in both social and professional settings at events.
- 3 Participants should abide by the RCN Respect Charter and the RCN Code of Conduct.
- 4 If appropriate participants should also remember their requirement to adhere to the NMC or other professional regulators' Code of Conduct, the RCN Regulation on Fit and Proper Persons, the RCN Foundation Code of Conduct for Volunteers. Sponsors and exhibitors, if applicable, are reminded of their obligations under the Association of British Pharmaceuticals (ABPI) Code of Practice.
- 5 The RCN takes a zero-tolerance approach to unacceptable behaviour, incivilities and poor conduct at its events including:
  - engaging in unwanted conduct which has the purpose or effect of violating another person's dignity, or creating an intimidating, hostile or degrading, humiliating or offensive environment
  - offensive or undermining comments or non-verbal behaviours related to personal characteristics and lifestyle choices.
  - excessive consumption of alcohol or other intoxicants leading to professional and appropriate boundaries and behaviours not being maintained.
  - inappropriate physical contact and unwelcome sexual attention (physically, verbally or in writing).
  - stalking/following including continued communication after a request to cease doing so.
  - harassing photography or recording.
  - sustained disruption and noise.
  - display of sexual or offensive imagery or materials, use of sexualised clothing/uniforms/costumes, use of sexual references. or otherwise creation of a sexualised environment
  - threats or incitements of violence.
  - publication of confidential or sensitive information about other persons present or not.
  - consumption or possession of illegal narcotics of any form under any circumstances.
  - behaviour which compromises health and safety arrangements, putting self and others at risk.
  - conduct which may seem harmless, well-meant or humorous but which is not taken as such by others and their objections not respected.
  - Deliberate and persistent pressure on staff to "bend rules" or "make exceptions" in policies such as the Expenses policy, for no valid reason.

- 6 Participants who are asked to stop any of the above behaviours (or others not listed) are expected to comply immediately. If they do not then the actions outlined in the *RCN Safety and Conduct at RCN Events policy* might be applied.
- 7 Inappropriate conduct towards venue staff/representatives or members of the public at an RCN event will not be tolerated. Participants should also respect other venues' own policies in respect of safety and conduct.
- 8 Behaviour by participants during travel to and from a venue and at site visits is subject to this Code.

**Approved by RCN Council April 2023 as part of the Safety and Conduct at RCN Events policy**