



EHPS Code of Conduct

EHPS engages with members and professional groups through social media, conferences, and other events to enable its members to improve methods and practices in health psychology and build professional networks. We aim to provide safe, welcoming, and respectful environments for everyone, regardless of gender, race, ethnicity, sexual orientation or identity, disability, age, appearance, religion, or other personal characteristics. We do not tolerate any form of harassment or intimidation.

A goal of the Society is to promote equity, diversity and inclusion, and the free expression of ideas. We believe that all EHPS members, social media participants, and attendees of events have a shared responsibility to create and maintain an environment in line with this goal, which is beneficial to all. The following behaviours are, therefore specifically prohibited:

- *harassment or intimidation on any basis, but particularly based on gender, race, ethnicity, sexual orientation, disability, age, appearance, religion, or other personal characteristics.*
- *sexual harassment or intimidation, including unwelcome sexual attention or unsolicited physical contact.*
- *disruption of events.*
- *threatening or stalking others (physical or virtual).*

We expect members, social media participants and attendees of events to follow these rules.

We also ask that members, social media participants and attendees frame their presentations, posts and discussions as inclusively as possible, being aware of how language or images may be perceived by others.

Reporting

If someone makes you or anyone else feel unsafe or unwelcome, or if you believe a form of harassment, intimidation, disruption, threat or stalking is taking place, please report it as soon as possible to any member of the Executive Committee, event organisers or hosts of EHPS's social media channels by whatever means is most suitable. All Executive Committee members, event organisers and hosts of EHPS's social media channels are required to pass along reports of unacceptable behaviour to the EHPS President (or if the President may have a conflict of interest, to at least two uninvolved members of the Executive Committee) who will decide upon and take an appropriate course of action within a reasonable timeframe.

Enforcement

People who are asked to stop any harassing, intimidating, disruptive, threatening or stalking behaviour are expected to comply immediately. The Executive Committee, event organisers and hosts of EHPS's social media channels have the right to take any reasonable action to keep EHPS's activities, events and online spaces safe, welcoming and respectful for all. This includes revoking membership without refund, excluding disruptive people from events, preventing their attendance at future events, removing social media posts and, where appropriate, contacting the police.

Retention of information

Details of any complaint – as well as the Executive Committee's decision and resulting course of action – will be communicated in writing to the person who is deemed to have shown harassing, intimidating, disruptive, threatening or stalking behaviour, and will remain on file for future reference. Details of the decision and resulting course of action will also be communicated in writing to the person making the complaint and will remain on file for future reference.

January 2020

Approved and adopted with agreement from UKSBM

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