



The Melanesian Mission
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MMUK Online Events Code of Conduct & Procedure

Why do we have a code of conduct?

We believe that our online event spaces should be free from harassment, bullying or hate. Our online spaces should be safe and welcoming for all those who wish to use them. Every person who participates in our online events has a responsibility to help us achieve this.

All attendees, panellists and team members at our online events are required to agree with the following code of conduct. We will enforce this code throughout the event and we expect cooperation from all participants to help ensure a safe and secure environment for everybody.

Our code of conduct

This code of conduct outlines our expectations for participant behaviour as well as the consequences for unacceptable behaviour. We invite all panellists and attendees at our events to help us create an environment that is positive and welcoming to all. We are dedicated to providing an experience for everyone that is free from harassment. This is regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion or political persuasion. We do not tolerate harassment of event participants in any form. Harassment includes offensive verbal comments related to any of these aspects. We also will not tolerate sustained disruption during events or inappropriate/unwelcome interactions with panellists, attendees or MMUK.

Expected behaviour during our events

- To be considerate, respectful, and collaborative with all participants
- Not to use from unpleasant, discriminatory or harassing behaviour and speech
- To respect differences in opinion and values including political, religious and other views
- Be mindful of your fellow participants. Please notify the event organisers if you experience an unwelcome interaction or witness someone else in distress / have any other cause for concern.

Participants who display any harassing behaviour will be asked to leave the event immediately or will be removed from the event by the event organiser. If you witness or experience harassment, please notify the event organiser immediately so that steps can be taken to remove participant(s) in question. Harassment, bullying and hate speech can also be reported to MMUK via email at mission@mmuk.net. We, as event organisers, providers and hosts are also subject to this code.

Consequences of unacceptable behaviour

If a participant engages in unacceptable behaviour, we may take any action that we deem appropriate, this could include expulsion from the conference without warning or refund. In most circumstances, we will take the following actions:

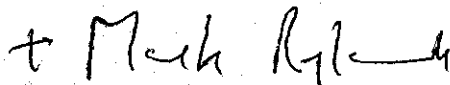
1. Ask the individual to stop their unacceptable behaviour. If someone is asked to stop their unacceptable behaviour, they are expected to comply immediately.
2. If an individual does not comply with this request, they will receive a written warning from the event organiser via the chat function of the webinar. This is a last and final warning.
3. If an individual is still participating in behaviour that is not in line MMUK's code of conduct then we reserve the right to eject individual(s) from our event. We also reserve the right to ban individual(s) from future events held by MMUK.

Reporting or notifying MMUK of unwelcome behaviour

Please notify MMUK if you experience an unwelcome interaction or witness someone else in distress / have any other cause for concern.

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Approved



Signed and dated by Chair of Trustees
Date of next review 2024

