**British Humanist Association**

**Conduct at Events**

**Purpose and Scope of Policy**

The British Humanist Association aims to ensure that everyone attending our residential conferences is able to participate in them fully. We are committed to providing a safe and hospitable environment at our events and prohibit intimidating, threatening, or harassing conduct. This policy applies to speakers, staff, volunteers, exhibitors, and delegates.

**Please contact us**

If you wish to report any incidents or behaviour in violation of this policy, please contact our office at [info@humanism.org.uk](mailto:info@humanism.org.uk), or by telephone on 020 7324 3060, or by finding a member of the BHA team. We will take complaints seriously, and respond appropriately.

When there is a reasonable basis for believing the conduct is illegal, appropriate law enforcement authorities will be notified.

**Reporting Hostile or Harassing Conduct; Investigations**

Reports of hostile or harassing conduct will be promptly addressed. Where a report of hostile or harassing conduct is made to conference staff after the conduct has occurred, reasonable measures will be taken to establish the facts. This will typically include discussion with witnesses, if any, and the person accused of engaging in the prohibited conduct. Inquiries into hostile or harassing conduct will be carried out as confidentially as possible given the circumstances.

**Record-Keeping**

The BHA will make a written record of all complaints/incidents as soon as practicable. These records will be used in connection with implementing this policy. These records will be held by the British Humanist Association and will not be disclosed to individuals outside of the organisation except as required by law.