

**CODE OF BEHAVIOUR**

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| In an environment that encourages and celebrates freedom of thought and expression, it is vital that our behaviour towards one another remains courteous and professional. The Code of behaviour was developed by the University of Cambridge in conjunction with the Trade Unions and representatives across The University, and sets out expectations around how we should behave and not behave towards other members of our community. Homerton College adopted this Code of Behaviour. This Code is not exhaustive but models both the positive behaviour expected of us in our interactions with one another and the negative behaviours that may lead to informal or formal action being taken. The negative actions listed in the Code below show how the inappropriate behaviours defined in section 5 of the Mutual Respect Policy may be demonstrated within our community. Understanding this can help each of us appreciate the impact of the way we behave.Understanding the ways in which inappropriate behaviour may be demonstrated can help each of us appreciate the impact of the way we behave, and set a positive personal model of behaviour. |

We are each individually responsible for our own actions and for recognising the impact of our behaviour on others. This Code is not exhaustive but models both the positive behaviour expected of us in our interactions with one another and the behaviours we should avoid.

**We should always strive to:**

* Foster a trusting environment which enables honest and supportive working and studying conditions
* Recognise that our actions can impact others and show courtesy and consideration in our interactions with others, even if we disagree with their views
* Discuss views that others may find disagreeable or distasteful, in a constructive and lawful way, in line with [**Homerton’s Statement on Freedom of Speech**](https://www.homerton.cam.ac.uk/sites/default/files/Freedom%20of%20Speech%20Statement%20-%20June%202016.pdf)
* Treat each other fairly and without bias
* Recognise and acknowledge the contribution of others to our work
* Honour the need for confidentiality when the nature of our work requires it
* Maintain appropriate and professional relationships with all members of Homerton College
* Promote a culture where colleagues can speak out about inappropriate behaviour
* Support our colleagues experiencing inappropriate behaviour by intervening, speaking out and helping where we feel able.

In order to maintain a community of mutual respect, courtesy, trust and inclusion, we should strive never to bully, harass, discriminate, victimise or behave in a way that can be construed as sexual misconduct, by **avoiding such behaviour as**:

* Talking down to, belittling, gratuitously interrupting or preventing others from speaking
* Directing inappropriate language, such as swearing, towards others or making degrading comments about individuals or groups of individuals
* Making inappropriate derogatory remarks about a colleague’s performance in public, whether directly (such as in a meeting) or indirectly (for example, by needlessly copying people into an email)
* Humiliating others by shouting at them, either publicly or privately
* Maliciously ignoring individuals or groups of individuals, or inhibiting the ability of others to perform their roles by withholding information or excluding them from necessary meetings and discussion
* Imposing overbearing and intimidating levels of supervision or management
* Undermining the reputation of another through malicious rumours or false allegations
* Making racist, sexist, homophobic, transphobic, disablist, or ageist jokes, remarks or microaggressions, which may demean or discriminate independently of our intentions
* Mocking, mimicking or belittling a colleague, student or visitor because we perceive them as different to us, or using this difference as a reason to treat them unfairly
* Behaving in a controlling or coercive way, such as pressurising others to subscribe to a particular political or religious belief
* Circulating or displaying any type of communication on any form of media that could reasonably be perceived as offensive, intimidating or degrading, including pornographic material, unless relevant for the direct purpose of academic debate or teaching or otherwise protected by Homerton College Statement on Freedom of Speech
* Making unwelcome and unpermitted sexual advances, suggestive behaviour or touching someone against their will, even if we perceive it as harmless
* Retaliating to allegations of inappropriate behaviour, including threatening those who have made the allegations, providing unfair or misleading references, or blocking access to career development opportunities.