

Code of Conduct

School of Chemistry

- We are resolute in our commitment to provide a supportive environment in which we value differences, respect diversity and treat each other with equity and respect.
 - We ensure individuals are treated equitably regardless of gender and gender identity/ expression, ethnicity, religion, nationality, sexual orientation, race, physical appearance, age or disability.
 - We do not condone or tolerate intimidating behaviour, including harassment (verbal, non-verbal or physical), bullying or victimisation.
 - We collaboratively preserve a community in which positive working relationships are forged and everyone feels valued, encouraged and supported.
 - We strive to maintain an environment free of inappropriate or offensive language or behaviour, where individuals consider their own behaviour and the impact that this can have on others.
 - We are dedicated to fostering a culture that empowers all members of our community to act promptly to challenge unacceptable behaviour.
 - We provide support to staff, students and visitors who feel they have been subjected to, or have witnessed, harassment, bullying or victimisation.
 - We ensure that allegations of harassment, bullying or victimisation are addressed fairly, with respect for the rights and dignity of all those involved.
 - Every member of the community is committed to playing an active role in creating and maintaining an environment that does not tolerate harassment, bullying and victimisation.
- Together we can continue to ensure Chemistry is an outstanding and inclusive place to work and study.**

“The time is always right to do what is right.”

Martin Luther King, Jr

↗ **If you have experienced or witnessed abuse, bullying, or harassment at work or study, the university Harassment Contacts can offer support, and guidance for further action:**
www.southampton.ac.uk/hc

For further information please read the University Dignity and Work and Study policy, Embedding Collegiality and Whistleblower policy.

