## ZSL Online Events - Code of Conduct

The Zoological Society of London is committed to providing a professional environment at all of our events, welcoming people from diverse backgrounds.

We expect our events to be a respectful, harassment-free environment for all people regardless of race, ethnicity, gender, gender identity or expression, sexual orientation, physical ability, nationality, age, socioeconomic status, and belief. ZSL values the diversity of views, expertise, opinions, backgrounds, and experiences reflected among all attendees.

Our online spaces should be safe for all those using them, and everyone who participates in an online event has a responsibility to help us achieve this.

We ask that all attendees, speakers, hosts and volunteers at our online events agree with this code of conduct. We will enforce this code throughout the event and we expect cooperation from all participants to help ensure a safe environment for everyone.

We will not tolerate harassment of event participants in any form. Harassment includes offensive verbal comments related to gender, gender identity and expression, age, sexual orientation, physical ability, physical appearance, body size, race, ethnicity, religion, technology choices, sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.

Sexual language and imagery is not appropriate for any of our online events, including talks, workshops, socials, or other event types. Event participants violating these rules may be sanctioned or expelled from the event at the discretion of the event organisers.

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 participants.

Event organisers, providers and hosts are also subject to this code.