



CODE OF CONDUCT

A place to feel respected. A place to feel safe

The BioExcel Code of Conduct has been created so all participants at BioExcel events organised and /or funded by BioExcel can interact with each other in a respectful and safe environment.

The Code contains important and binding rules for all event attendees across:

Confidentiality and Safety
Professional Integrity
Personal Conduct

We expect compliance and commitment to these values and principles at all BioExcel events, as an integral part of the way we can all support the development of BioExcel and each other.

THE PRINCIPLES

The Code enshrines the principles of diversity, respect for individuality and courtesy to each other. BioExcel is committed to bringing together differing perspectives.

- We value each other's perspectives providing a safe environment for people to be themselves.
- We adopt a zero-tolerance approach to harassment and discrimination in any form.
- We are committed to making BioExcel events collaborative, supportive and an enjoyable experience
- We will maintain high ethical standards across all BioExcel events.
- We will apply honesty and integrity in the dealing of any transgressions against the Code.
- We will ensure that our environment allows everyone to feel respected and included.

1. DIVERSITY

The opportunity to bring together differing and diverse perspectives is one of BioExcel's greatest assets. BioExcel works to maintain a modern, inclusive environment where people value diversity regardless of characteristics including:

sex, gender identity and expression, sexual orientation, age or working experience, physical or mental challenges, physical appearance, body size, pregnancy, familial status, ethnicity, national origin, race, citizenship, language, socio-economic status, technical choices, experience level, political or other opinion, religious beliefs (or lack thereof) or educational or social background.

2. ACT ETHICALLY AND WITH INTEGRITY

As a whole and as individuals, BioExcel is committed to ensure that all participants will maintain high ethical standards across all BioExcel events.

We adopt a zero-tolerance approach to harassment and discrimination.

We treat others the way we would like to be treated and ensure attendees are operating in a respectful, benevolent, safe, and positive atmosphere.

Intimidation, abuse and harassment are unacceptable and should be escalated to BioExcel representatives.

We will apply an appropriate, systematic approach to preventing any violation of these actions.

3. FOSTER TRUST AND COLLABORATION

BioExcel is committed to making all our events collaborative, supportive, enjoyable and rewarding for all attendees.

We are dedicated to creating an environment which promotes free speech without fear of retaliation and open debate for all levels.

We welcome all questions and pay attention to everyone's point of views, at all career levels.

We create a safe and open environment that welcomes individuals to express their opinions or concerns.

4. RESPECT AND SHOW COURTESY TO EACH OTHER

We are committed to making BioExcel events collaborative, supportive and an enjoyable experience.

We will ensure that our environment allows everyone to feel respected and included and all participants attending our events are expected to show respect and courtesy to others, whether in person or online.

To ensure this, we actively encourage all our attendees to:

- Use welcoming and inclusive language
- Be respectful of different viewpoints and experiences
- Show courtesy and respect towards other BioExcel members and guests
- Foster scientific and technical rigour and curiosity with constructive and facts-based critique
- Speak up if you believe the spirit of the Code has not been upheld
- Ideally, where feasible, directly address the issue with the person who committed the transgression

APPLICATION OF THE CODE OF CONDUCT

The BioExcel Code of Conduct OverSight Group are responsible for enforcing the Code of Conduct. BioExcel operates a very simple escalation process to deal with any incident contravening the Code:

- Delegates attending the event that experience or witness any unacceptable behaviour should, as a first step, vocalise said behaviour directly to the alleged offender to ask for it to stop.
- As an alternative, or if approaching the alleged offender was unsuccessful the individual may contact:

* the Oversight Group, coc.oversight@bioexcel.eu

Confidentiality will be maintained unless disclosure is legally required. All complaints will be treated seriously and reviewed and responded to promptly by the Oversight Group and will be kept confidential. The OverSight Group will offer advice and support or assist those experiencing harassment to feel safe for the duration of the event.

If an event participant engages in any of these harassing behaviours, the Oversight Group, may take appropriate action to stop the misbehaviour at once and/or reduce the likelihood that the misbehaviour will happen again in the future. Such action could include, for example, a warning to the offender or expulsion from the ongoing or future events. The Oversight Group also reserves the right to take further action as deemed appropriate.



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