

Code of Conduct for UK Spine Society Events

The below is a code of conduct for all in-person events run on behalf of various UK Spine Societies by Mosaic Events. These events include (but not limited to):

- The BritSpine Conference and Exhibition
- British Association of Spine Surgeons (BASS) Conferences, Exhibitions and Events
 - British Scoliosis Society (BSS) Conferences, Exhibitions and Events
 - National Spine Network (NSN) Annual Meetings

The UK Spine Societies are committed to providing a safe, welcoming, and harassment-free environment for all attendees, speakers, exhibitors, sponsors, suppliers, staff, and volunteers at our conferences, events, and associated functions. We value the participation of every individual and aim to ensure that everyone has an enjoyable and fulfilling experience.

This Code of Conduct sets out the expectations for behaviour, ensuring that participants feel safe, respected, and included.

Our Commitment

The UK Spine Societies do not tolerate harassment, intimidation, or discrimination of any kind. Unacceptable behaviour based on, but not limited to, the following characteristics will not be tolerated:

- Gender, gender identity, or expression
- Sexual orientation
- Disability, neurodiversity, or physical appearance
- Race, ethnicity, or national origin
- Religion, belief, or non-belief
- Age
- Marital status
- Any other status protected by law

This policy applies to all event spaces, including conference sessions, networking areas, exhibitor halls, and social functions associated with events organised by the UK Spine Societies.

Behavioural Expectations

We ask that all participants:

- **Be supportive** - Help if you see someone struggling or in need of help, being mindful to avoid patronising or intrusive behaviour.
- **Be inclusive** - Use language that is accessible to everyone and avoid slang, jargon, or idioms that may be misunderstood.

- **Be collaborative** - Involve all participants in discussions and activities, encouraging diverse perspectives.
- **Be kind** - Communicate with courtesy and respect in all interactions.

Unacceptable Behaviour

Examples of unacceptable behaviour include, but are not limited to:

- Offensive verbal comments, jokes, or gestures related to any protected characteristic
- Deliberate verbal or physical intimidation, including unwanted advances or persistent attention
- Stalking or following another participant
- Harassing or inappropriate photography, audio, or video recording
- Inappropriate physical contact or unwelcome sexual attention
- Deliberate exclusion or marginalisation of individuals from discussions or activities

Reporting and Response

If you experience or witness any behaviour that violates this Code of Conduct, please report it as soon as possible to the event managers. The UK Spine Societies maintain a zero-tolerance policy and will ensure that all reports are investigated, with violations addressed consistently and fairly.

To report a violation:
Contact **Helen Wormald, Event Manager**, at:
 helen@mosaicevents.co.uk
 **+44 (0) 7596 878586**

In cases of immediate danger or safety concerns, please contact venue security or local authorities.

All reports will be handled with discretion and confidentiality. Retaliation against individuals who report misconduct will not be tolerated.

Consequences of Violations

Participants found to be in violation of this Code of Conduct may face one or more of the following actions:

- Being asked to stop the inappropriate behaviour immediately
- Issuance of a formal verbal or written warning
- Removal from the event without a refund
- Banned from future events
- Referral to law enforcement if deemed necessary

The UK Spine Societies maintain a zero-tolerance policy and will ensure that all violations are addressed consistently and fairly.

Bystander Intervention

If you witness inappropriate behaviour, you are encouraged to:

- Offer support to the targeted individual(s)
- Report the incident to event managers as soon as possible
- Safely intervene if appropriate, or seek assistance from a member of staff

Review and Enforcement

This Code of Conduct is enforced throughout all events organised by the UK Spine Societies. All participants are expected to read and comply with this Code before registering and attending. By participating in events organised by the UK Spine Societies, you agree to uphold these standards and contribute to a respectful, inclusive, and safe environment.

For any questions or to review this policy in more detail, please contact:

spineevents@mosaicevents.co.uk