

IMBRA Code of Conduct — Summary

Purpose

IMBRA is committed to an inclusive, respectful and intellectually vibrant community. This summary outlines expected behaviour and how to report concerns at IMBRA events.

Scope

Applies to all IMBRA members and participants in IMBRA activities, including conferences, workshops, publications, social events and online forums.

Expected behaviour (do)

- Treat others with respect, courtesy and consideration.
- Value differences and respect personal boundaries.
- Engage in constructive, professional debate.
- Support colleagues who experience harassment or discrimination.
- Raise concerns or seek help if you witness misconduct.

Unacceptable behaviour (don't)

Examples include (but are not limited to):

- Non-consensual sexual attention or objectification.
- Physical, sexual, psychological or emotional violence.
- Shaming, bullying, stalking or intimidation.
- Unwanted or persistent contact after a request to stop.
- Harassment or discrimination related to race, gender, sexuality, disability, age, class, nationality, religion, employment or economic status.
- Professional misconduct (e.g. plagiarism, exploitation, abuse of power).

If you are affected or witness an incident

- Prioritise safety: do not put yourself at risk.
- Intervene safely (directly, distract, delegate to staff/organisers, delay and check in later, or document).
- Support the person affected and encourage them to report if they wish.
- Record facts: date, time, place, witnesses and any evidence.

How to report

- Contact the Conduct Officer or any member of the IMBRA Executive Committee.
 - Conduct Officer: [Name] — [email] (please insert details in event materials).
- Reports may be verbal or written. If immediate danger exists, contact venue security or local emergency services first.

How reports are handled

- IMBRA adopts a victim-centred, confidential and impartial approach.
- Reports will be acknowledged promptly and assessed.
- Interim measures (e.g. separation, altered participation) may be used to protect parties.
- Outcomes may range from warnings and behavioural agreements to suspension or termination of membership, and referral to employers or authorities where appropriate.

Confidentiality and protection

- Information is shared only on a need-to-know basis.
- IMBRA forbids retaliation against anyone who reports in good faith or participates in an investigation.

Support

- IMBRA will signpost or provide appropriate support and will respect requests for privacy and confidentiality.

Agreement

All participants at IMBRA events are expected to abide by this Code. The full Code of Conduct and complaints procedure are available from IMBRA governance materials (see www.imbra.info). You can also consult event organisers for details.

Emergency

If there is an immediate threat to safety, contact venue security or local emergency services at once.