Prob_AI Code of Conduct

Last Updated Monday 16th September 2024

This document sets out the Hub's expectations of acceptable behaviour in its activities. The Prob_AI Hub has a commitment to the promotion of a supportive and inclusive culture and the development of a diverse community in probabilistic AI. This set of expectations, and its enforcement, is one aspect of our approach to equ(al)ity, diversity, and inclusion in the Hub's activities.

Scope

All participants in Prob_AI events (including, but not limited to, workshops, conferences, seminars, research retreats, social events, committee meetings, and day-to-day research meetings) are required to agree to the Code of Conduct. Adherence with the Code of Conduct is expected both in in-person and online events, associated social activities, and on official communication channels, including email and social media before, during and after events.

Policy

We believe that all participants in Prob_AI events are entitled to a welcoming, respectful, and safe environment, free from discrimination, bullying, and harassment. Examples of harassment include, but are not limited to

- Offensive comments (including those related to gender (including identity, expression, and transgender status), age, sex, disability, race, ethnicity, religion, sexual orientation, pregnancy, and physical appearance);
- Unauthorised or inappropriate physical contact;
- Unwelcome sexual (or other forms of) attention (including emails, messages, etc.);
- Behaviour which intimidates or isolates an individual (e.g. following, singling-out);
- Inappropriate language, symbols, or images in presentations or communications;
- Sustained interruption of talks or other events;
- Unauthorised or inappropriate photography or recording.

All participants are expected to contribute to the realisation of a safe and inclusive environment by behaving responsibly and professionally towards other participants, organisers, staff, and external partners. Participants should consider how their own position and seniority contextualises their behaviour. Discriminatory, bullying, or harassing behaviour is a breach of our Code of Conduct.

Reporting a Breach of the Code of Conduct

If a member of the Hub community (this includes event participants) witnesses or experiences behaviour which constitutes a breach of the Code of Conduct, they should report this immediately to an event organiser (if appropriate) or a member of the Hub's Leadership Team. Failure to report an observed breach of the Code of Conduct can be considered a breach of the Code of Conduct itself.

If reporting in-person, the event organiser or Leadership Team member will ensure that the report is taken in a safe environment where the complainant cannot be heard. Otherwise reports should be made by email to the Hub Manager (probaihub@lancaster.ac.uk), copying in the Hub's EDI Lead, James Grant (j.grant@lancaster.ac.uk).

Action Following a Report

The Hub reserves the right to take action to maintain an inclusive environment for event and activity participants. This includes verbal warnings to an individual, removal/denial of access to an event or future events/activities (with no refund for events with a registration fee) and informing the individual's employer. Where appropriate, the Hub Leadership and/or event organisers will support a complainant in accessing additional support from an event's venue security, local police services, or additional support services.

Feedback and Questions

We wish for our Code of Conduct to meet the needs of our community as effectively as possible. Thus, we will always strive to make improvements and adapt to evolving needs of the community. If you have feedback on, or queries regarding the Code of Conduct these should be sent by email to the Hub's EDI Lead, James Grant (j.grant@lancaster.ac.uk).