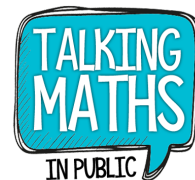


# Code of Conduct



We're keen to make sure that our activities are great for everyone, so we ask all participants and group members to follow the code of conduct:

- **Be inclusive:** use welcoming and inclusive language, avoiding unnecessarily gendered or ableist terms, and consider others' experiences and circumstances in what you say and do. Respect others' pronouns. Do not engage in exclusionary behaviour or language against anyone based on their race/ethnicity, gender (binary, assigned or otherwise), disability, physical or mental health, sexual orientation, religion or belief, parental, pregnancy or relationship status, level of education, age or anything else. Don't make exclusionary jokes, even "ironically".
- **Respect and listen to each other's views;** if you disagree with someone, challenge and discuss their idea, not them. Aggression, intimidation and elitism are unwelcome here. Avoid using slang or abbreviations without explanation.
- **Don't harass people.** Unconsented sexual attention, inappropriate language or persistent unconsented communication can constitute harassment, even if this wasn't intended.
- **Don't share anything that someone else has shared, or take or share any pictures or recordings which include other participants, without their prior permission.** This includes anything shared by presenters, pictures or recordings of in-person or online events, and details of discussions during any event or activity or in the WhatsApp group. This especially applies to sharing anything outside of the TMiP community/WhatsApp group - it may look different out of context, or be intended only for event attendees or members of the group. If you are publicly sharing information about TMiP activities, do not mention anyone's attendance or tag them on social media unless you have their consent.
- Do not use the **personal data**, including contact details, of any person for any purpose other than which it was originally shared without gaining their consent in advance.
- **People taking part in TMiP activities should be aged 16+;** those aged 16-18 can attend events with **parent/carers consent** and may need to be accompanied by their parent/carers (see our Safeguarding Policy for more details). Parents/carers must book tickets/register attendance for anyone aged under 18. Those aged under 18 should **not** share their personal contact or social media details during TMiP activities; any contact should be made via or including a parent/carers, so only those aged **18+** should join the TMiP WhatsApp community.
- **Sharing, posting or linking to inappropriate or offensive material is not acceptable.** This includes pornographic/gory images, offensive material, sites containing hate speech, hosting malware, initiating downloads, sending inappropriate messages or promoting illegal activities. If joining a video chat, nothing visible in your video should be offensive or inappropriate, you and any other people who may be able to be seen on video must be appropriately dressed, and no-one should engage in any inappropriate behaviour on camera or audio. Sustained or deliberate disruption of events or discussions is not acceptable. Please be aware that most of our events are hybrid, and children may be present in the same room as other participants (potentially off-camera).
- **You must not share the joining details for online TMiP events/spaces with anyone else** - all participants must register for the event through the proper channels. This is in order to protect all participants.
- Although in-person events may incorporate social activities at locations where alcohol is served, there is no expectation or pressure to drink alcohol, and alternatives will always be available. Don't question anyone's choice of drink, or ask why they're not drinking alcohol, as they may not wish to discuss it.

Members violating these rules may be asked to leave the group and will not be welcome back to any TMiP activities in future. If you are subject to or observe anything in violation of the above, or have any other problems/concerns - please speak to one of the event hosts or group admins in a separate message, or email [info@talkingmathsinpublic.uk](mailto:info@talkingmathsinpublic.uk). Reports will be dealt with discreetly and in confidence.

If what you're doing is making someone feel uncomfortable, that is enough reason to stop doing it. Please be aware of the effect your words and actions have on other people in the TMiP network. We want everyone to **have a great time, be included and treated with respect.**