

## Speaker Code of Conduct

### Introduction

This code of conduct exists to ensure that all speakers taking part in a BVNA branded, hosted or run event, at the BVNA headquarters or elsewhere, act in accordance with the BVNA's Speaker Code of Conduct.

### Context

The BVNA has an obligation to protect freedom of speech whilst also ensuring that any visiting speaker does not break the law or breach the lawful rights of others. The BVNA has a duty to protect staff, students, members and visitors from hate crimes, harassment, defamation, breach of human rights, unfair treatment, breach of the peace and terrorism whilst they are at a BVNA branded event.

In addition, the BVNA must also consider legislation around Health and Safety law, public meetings, public processions/assemblies and public order and data-protection which must be considered when allowing an event to go ahead.

### Conduct

The BVNA expects speakers to act in accordance with the law and not to breach the lawful rights of others. The BVNA also expects speakers to treat BVNA staff, members, event delegates and support staff with courtesy and respect at all times.

Set out below are some further examples of the BVNA's expectations. It should be noted that this list is not exhaustive and the BVNA reserves the right to refuse or halt an event at any time if the speaker's conduct or motives are called into question.

- Speakers must not incite or spread hatred, intolerance, violence or call for the breaking of the law
- Speakers must be careful not to discriminate against, harass or insult any person or group on the basis of their faith, race, nationality, sex, age, religious beliefs or sexual orientation
- No speaker should encourage, glorify or promote any acts of terrorism, including any individual, groups or organisations that support such actions
- Visitors are not permitted to raise or collect funds for any external organisation or cause without express permission of the BVNA
- Allow and encourage challenge and debate on opinions and ideas put forward

When visiting the BVNA's headquarters Speakers must also comply with the BVNA's Health & Safety policy.