

SEUK Code of Conduct

Solar Energy UK is dedicated to providing a respectful and harassment-free working environment. It is paramount that everyone involved in the work of Solar Energy UK, or who attends an event/meeting for Solar Energy UK feel comfortable, safe and respected. We do not tolerate harassment of employees in any form. Members violating these rules may be subject to sanctions.

This Code of conduct ("**Code of conduct**") guides everyone who participates in or attends Solar Energy UK hosted conferences, meetings, working groups, steering groups or other sponsored events ("**events**"), including members, non-members, employees, speakers, sponsors, vendors, and other guests ("**attendees**").

Solar Energy UK wants to ensure that all members and employees understand what behaviour is expected and what behaviour will not be tolerated at Solar Energy UK meetings/groups, in correspondence or wider discussions. The facilities covered by this **Code of conduct** include any venue, hotel, meeting room, or Solar Energy UK office location where a Solar Energy UK hosted **Event/meeting** takes place, as well as at off-site locations where SEUK hosted event-related social gatherings take place.

Expected conduct

Members/Attendees shall:

- Be considerate and respectful to each other.
- Refrain from any **Unacceptable conduct**.
- Alert a staff member present from Solar Energy UK, if they observe any conduct that violates this **Code of conduct**.
- Comply with all rules, policies, and procedures of the facilities at which any **event/meeting** is being hosted.
- Comply with all applicable laws and regulations in the country where the **event/meeting** is located

Unacceptable conduct

Solar Energy UK expressly prohibits harassment and discrimination based on ethnicity, religion, sex, age, pregnancy, gender identity or expression, sexual orientation, disability or perceived disability (physical or mental), or any other legally protected characteristic.

Examples of conduct prohibited by this **Code of conduct** which shall be determined in Solar Energy UK's absolute discretion include, without limitation:

- Sexist, racist, homophobic or other discriminatory jokes, slurs, insults or comments;
- Bullying, insulting or undermining behaviour of any kind, either verbally or written.
- Alcohol or drug abuse or any of the behaviours associated with this
- Unwelcome sexual advances, whether verbal or physical;
- Display of sexualised images;
- Stalking, whether in person or online;
- Threatening or intimidating language or physical conduct;
- Inappropriate photography or recording
- Unsolicited physical contact
- Verbal or written harassment or intimidation of any kind
- Comments that indicate superiority related to gender, gender identity or expression, sexual orientation, disability, physical appearance, body size, race, age or religion.
- Sustained disruption of talks
- Advocating for, or encouraging any of the above behaviours

Anyone engaging in such behaviour may be asked to leave the **event/meeting** and may be refused entry to future **events/meetings**, at the sole discretion of Solar Energy UK.

How to report an issue

If you are a victim yourself, or suspect/witness someone is the victim of abuse, you can speak to any member of Solar Energy UK staff in person who will immediately notify one of the Senior Management Team. If you aren't sure how to find a Solar Energy UK staff member, you can report an issue to us confidentially by email to aratansi@solarenergyuk.org, or anonymously through the following [form](#)

Please note any issues raised with us will be treated in complete confidence and will not be shared with anyone outside of the organisation.

No retaliation

Solar Energy UK will not tolerate any actual or attempted reprisals or retaliation against individuals who raise in good faith a concern that this **Code of conduct** has been violated, or who participate in the investigation of such a concern. Solar Energy UK takes all allegations of **Unacceptable conduct** seriously and is committed to ensuring an **event/meeting** environment that is free of any such activities.