



Feminist Studies Association Events and Webinar Policy

The Feminist Studies Association (FSA) aims to create a safe environment for everyone who engages with the association's activities. Everyone should expect to be treated fairly, equally and without discrimination and is expected to treat others in the same way.

The FSA encourages a representation of a diverse range of feminist opinions. Difficult discussions have always, and continue to be, part of feminist work. However, the FSA expects everyone who engages in its activities to behave in a responsible manner to foster and encourage mutual respect and understanding between all members of the FSA community, and an environment which promotes dialogue and debate between members. Discriminatory behaviour, bullying, harassment and abuse undermine the core values of the organisation. We will not tolerate any form of discrimination against our executive committee, members or event participants on the basis of race, ethnicity, religion or belief, socio-economic status, sex, gender identity, gender expression, gender reassignment, pregnancy or paternity, age, national origin, regional origin, culture, disability, marital status, civil partnership or sexual orientation.

We expect everyone engaged in FSA activities to behave and communicate in ways that do not unreasonably offend others. Examples of unreasonably offensive behaviour include using abusive or obscene language and engaging in any form of discriminatory behaviour.

Ensuring a safe environment at FSA events

The FSA is committed to providing a safe environment for everyone who attends our events. To this end, we will:

- Provide a link to this policy on our event booking pages, and have all attendees complete a tick box agreement to this policy prior to attending the event
- If attendees do not abide by the policy, they will be asked to leave/be removed
- Locate security at our event space
- Provide an organising committee contact sheet for the committee and organisers

- Liaise with the event space about risk assessments. Should the building not undertake one, we will undertake appropriate risk assessments, including ensuring full accessibility to the space
- Brief the organising committee on the points above
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Ensuring a safe environment at FSA webinars

The FSA is committed to providing a safe environment for everyone who attends our webinars. To this end, we will:

- Provide a link to this policy on our event booking pages, and have all attendees complete a tick box agreement to this policy prior to attending the event
- If attendees do not abide by the policy, they will be asked to leave/be removed
- Ensure online security by keeping online events closed to non-registrants, having a secure password to entry, turning off screen-sharing by attendees, and ensuring that any live chat is moderated by an FSA executive committee member
- Provide an online protocol for all speakers and attendees
- Check with speakers beforehand that they are comfortable with the content of their webinar being shared or live-tweeted.

Responding to unacceptable behaviour at FSA events

If we become aware of any instances of unacceptable behaviour, be it directed at our executive committee, organising committee or event delegates, we will take appropriate action that may include the following:

- Talk to the individual about their behaviour, making reference to this policy
- Remind the individual that their behaviour, if repeated, may result in disciplinary action
- Ask the individual/s to leave our event, or eject them from the online forum in the case of webinars
- Where behaviour has been alleged that would amount to a serious criminal offence, e.g. physical or sexual assault, or damage to property, this will be immediately reported to the police.

If you believe you are being subjected to unacceptable or discriminatory behaviour, please report it to a member of the FSA Executive Committee as soon as possible. If this is after the event, please contact the FSA on events@the-fsa.co.uk.