



At the Milner Therapeutics Institute, we are committed to creating an open, inclusive and safe environment where all attendees, staff and speakers feel welcome and able to participate, network and discuss ideas.

Everyone involved in Milner Institute events (including attendees, speakers, volunteers, staff members and vendors) is required to adhere to the Code of Conduct. The Code of Conduct applies to all event attendees, whether they are attending an event in person or online.

Participating in a Milner Therapeutics Institute event means:

- Tolerating and listening to each other's views;
- Using welcoming and inclusive language;
- Treating everyone with respect; and
- Being considerate of event attendees, staff members, speakers, volunteers and vendors.

We will not accept:

- Abusive, insulting or degrading, threatening, bullying, intimidatory, discriminatory, hateful or otherwise inappropriate behaviour in any format, including speech, text, audio, video and images.
- Harassment, including unwelcome physical contact.
- Discrimination of any kind, i.e. offensive comments related to gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, and religion;
- Display of inappropriate content, such as sexual language and imagery;
- Sustained disruption of an event;
- Theft or attempted theft;
- Behaviour which causes damage to event property, or to the venue itself. If you cause serious damage, you may be asked to cover the cost of cleaning, repair, or replacement of the damaged property.

Failing to comply with the Code of Conduct could result in immediate exclusion from Symposium events and activities.

If you think the Code of Conduct is not being followed at an event, please alert a Milner staff member either in-person or by emailing [symposium@milner.cam.ac.uk](mailto:symposium@milner.cam.ac.uk).