

S³PARK Workshop 2026

Code of Conduct

14–18 September 2026, Northumbria University, Newcastle upon Tyne

Our Commitment

The organisers of the S³PARK Workshop are committed to providing a **positive, safe, and inclusive environment** for all attendees, ensuring an enjoyable and fulfilling experience for everyone involved. We aim to create an atmosphere where everyone feels welcome to **participate, ask questions, and engage in discussion** during sessions, workshops, social events, and all other workshop activities.

The S³PARK Workshop is dedicated to providing a harassment-free experience for every attendee, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion, nationality, marital status, pregnancy, or political affiliation. Harassment of workshop participants in any form will not be tolerated.

At Northumbria University, we aim to provide an environment where all visitors can thrive — both academically and personally. We are dedicated to creating a community that is safe, inclusive, respectful, and free from discrimination, harassment, and victimisation.

Expected Behaviour

All participants are expected to adhere to the following guidelines at all times, including during lunches, social events, and any online or social media activity related to the workshop:

Behave professionally

- Treat all participants with respect and courtesy, regardless of their background, career stage, or viewpoint.
- Be mindful of your language and behaviour. Sexist, racist, homophobic, transphobic, ableist, or otherwise exclusionary comments, jokes, or imagery are not appropriate at any time.
- Avoid making derogatory comments or jokes that may be damaging to the career prospects or wellbeing of others.
- All communication — whether spoken, written, or posted online — should be appropriate for a professional audience with diverse backgrounds.

Be respectful and inclusive

- Be courteous and open to the opinions of others, even when you disagree.
- Be mindful not to exclude anyone from discussions or workshop-related activities.
- Welcome and support participants at all career stages, in particular early-career researchers and students.
- Be conscious of how you engage in group settings, and make space for others to contribute.

Use appropriate language and media

- Avoid sexual language and imagery in all workshop contexts, including talks, posters, and social media.
- Do not make violent threats or use violent language directed at any person.

- Comments made through speech or chat on any meeting-related online platform (including social media) must not be exclusionary, derogatory, or threatening.

What Constitutes Harassment

Harassment includes, but is not limited to:

- Written or verbal comments that exclude people on the basis of membership of any specific group, such as gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion or nationality.
- Offensive, derogatory, or threatening comments made through speech or chat on any meeting-related online platform, including social media.
- Sexual language and imagery.
- Violent threats or language directed against another person, including incitement to violence, suicide, or self-harm.
- Deliberate intimidation, stalking, or following.
- Photography or recording of an individual without their consent.
- Continuing to initiate interaction (including photography or recording) with someone after being asked to stop.
- Sustained disruption of talks, sessions, or other events.
- Unwelcome sexual attention or inappropriate physical contact.
- Advocating for, or encouraging, any of the above behaviour.

Enforcement

Participants asked to stop any inappropriate behaviour are expected to comply immediately. Workshop participants violating these rules may be **sanctioned or asked to leave the workshop** at the sole discretion of the organisers, without refund of any registration or activity fees paid.

Reporting an Incident

If you experience or witness behaviour that violates this Code of Conduct, we encourage you to report it. All reports will be treated with discretion and taken seriously.

Workshop contacts:

Dr Luca Franci (Lead Organiser) | luca.franci@northumbria.ac.uk

Scientific Organising Committee | s3park@northumbria.ac.uk

You may also contact Northumbria University's safeguarding or welfare services if you prefer to report through institutional channels:

Northumbria's Ask4Help service: 0191 227

Safeguarding webpage: northumbria.ac.uk/about-us/leadership-governance/vice-chancellors-office/governance-services/safeguarding/