

MS Trust Events

Code of Conduct

Attendees, speakers, sponsors, staff, contractors, and volunteers at MS Trust events must adhere to the MS Trust code of conduct, which embodies our values as a charity. Organisers will enforce this code throughout the event. We expect cooperation from everyone to help ensure a safe environment for everybody.

MS Trust values

People with MS are at the heart of the MS Trust and help us shape and inform everything we do.

Our people embody the values we hold. We are:

- **Expert:** We focus our expertise on empowering people with MS to take ownership of their lives, through the services we provide and through the health professionals we support, train and fund.
- **Caring:** We treat everyone with care, kindness, and respect. We value and celebrate diversity – and work to empower people by respecting and appreciating what makes them different.
- **Trusted:** We never take for granted the trust that people with MS and their communities place in us. And we strive to live up to that trust, every day.

A harassment-free experience

The MS Trust wants to provide a harassment-free event experience for everyone, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion (or lack of), or technology choices. We do not tolerate harassment in any form. Inappropriate behaviour, including sexual language and imagery are not appropriate for any MS Trust event. This includes talks, workshops, parties, Twitter, and other online media associated with any MS Trust event. People who do not follow these rules may be expelled from MS Trust events without a refund and may not attend future events.

What is harassment?

Harassment includes offensive verbal comments related to gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion, technology choices, sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.

Expectations

Content in any format (talks, presentations, printed material, audio-visual elements, exhibition booths, etc) should not use sexualised images, activities, or other material.

Attendees, speakers, sponsors, staff, contractors, and volunteers at MS Trust events should dress appropriately to the event and not use sexualised clothing, uniforms, or costumes, or otherwise create a sexualised environment.

People asked to stop any inappropriate or harassing behaviour must comply immediately.

What you can do

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of MS Trust staff immediately. Staff are identifiable by wearing MS Trust branded clothing, lanyards and/or badges.

What we will do

If someone engages in inappropriate or harassing behaviour, the MS Trust may take any action deemed appropriate. This may include warning the offender, expulsion from the event with no refund and not allowing attendance at future events. People asked to stop any inappropriate or harassing behaviour must comply immediately, otherwise they will be expelled from the event without a refund and may not attend future MS Trust events.

MS Trust staff will be happy to help contact hotel/venue/event security or local law enforcement if required. They can also provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the conference.

We value your attendance and expect everyone to follow this Code of Conduct at all MS Trust conferences, educational events, exhibitions, social activities, fundraising events, and any other venues.