



Code of Conduct for BSA Members

Supporting a respectful and inclusive community

Version 1

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Introduction

This Code of Conduct for Members (the "**Code**") applies to all individuals ("**Members**") who hold a contractual membership with The British Sociological Association (the "**BSA**").

The Code reflects the values and shared expectations of Members of the BSA in promoting respectful, inclusive, and ethical engagement across all areas of sociological work.

It is designed to support a collegial and professional environment in which all Members can thrive and outlines behaviours that contribute positively to our community, as well as those that may cause harm or be inconsistent with our shared values.

While we hope that all issues can be resolved constructively, the BSA reserves the right to take proportionate action where serious breaches occur, in line with our [Disciplinary Procedure](#).

The examples provided within this Code do not constitute an exhaustive list of conduct which would constitute a breach of this Code.

1 The creation of a positive impact on individuals who engage in sociological work

1.1 All Members are encouraged to model respectful and inclusive behaviour, regardless of role or seniority.

1.2 Members should:

1.2.1 always aim to be conscientious, act with integrity and treat others with respect;

1.2.2 respect individual differences and diversity and not do anything which would exclude an individual from engaging with the BSA or conducting sociological work. This includes ensuring that you refrain from any conduct which would make any individual feel disrespected as a result of their race, ethnicity, citizenship, political opinion, gender, sexual orientation, disability, religion, social status or appearance.

2 Encouraging integrity, inclusivity and ethical behaviour and conduct

In order to create an inclusive experience for everyone, regardless of race, ethnicity, national origin, citizenship, or language, political or other opinion, gender, gender identity, sexual orientation, disability, physical appearance, age, religion, or social status, Members, in their personal and professional capacity, must:

- 2.1 act with honesty and integrity, and contribute to an inclusive and supportive environment for all members of the community;
- 2.2 understand and adhere to relevant legal responsibilities and accountabilities;
- 2.3 treat individuals equally, sensitively and without discrimination;
- 2.4 refrain from actions towards others that could constitute bullying, harassment or intentionally harming another. Examples of this include:
 - 2.4.1 physical or psychological violence (or threats of violence);
 - 2.4.2 deliberate or insensitive intimidation, such as commenting on an individual's sexual orientation or physical or mental attributes;
 - 2.4.3 unsolicited or unwelcome touching, staring, or invasion of personal space, whether or not such actions are intended to be harmless;
 - 2.4.4 comments of a sexual nature;
 - 2.4.5 stalking;
 - 2.4.6 shouting at, being sarcastic towards, ridiculing or demeaning others;
 - 2.4.7 insulting others; and/or
 - 2.4.8 behaving in a way which excludes others;
- 2.5 communicate thoughtfully and respectfully, being mindful of tone, language, and cultural differences. Avoid language or humour that could be perceived as exclusionary or offensive.

3 Upholding the professional reputation of BSA

As a Member, you must:

- 3.1 engage constructively with any BSA processes or investigations, recognising our shared commitment to maintaining a respectful professional community;
- 3.2 behave in a manner that reflects positively on the sociological profession;
- 3.3 be accountable for your actions and decisions in your professional activity;
- 3.4 not undertake activities or exhibit behaviours that would bring BSA into disrepute, including, but not limited to the following (whether or not such conduct arises in a Member's academic or professional capacity):
 - 3.4.1 serious criminal conduct, including being charged or convicted for an offence which is triable on indictment. This applies whether or not the Member is subsequently prosecuted, and whether or not the offence is actually tried on indictment.
 - 3.4.2 academic misconduct. This includes:
 - 3.4.2.1 plagiarism. This applies to any work which you submit as part of your sociological profession and includes the use of the ideas, images and/or words of another person in your publications without acknowledgment of the source;
 - 3.4.2.2 falsification. This includes the intentional falsification of data, references, and/or information in any of your publications;
 - 3.4.2.3 impersonation. A Member must not assume the identity of another person with the intent to deceive or gain an unfair advantage;
 - 3.4.2.4 a credible allegation that a Member has been involved with other academic misconduct.
 - 3.4.3 unethical behaviour. This includes:
 - 3.4.3.1 making racist or any discriminatory comments in person or online;
 - 3.4.3.2 the display or circulation of sexually suggestive or racially abusive material (including e-mails, text messages, videos and images sent by mobile phone or posted on the internet).

- 3.4.4 any other behaviour which, in the reasonable opinion of the BSA Trustees, significantly damage the BSA's reputation or its ability to serve its community effectively.

4 Reporting

- 4.1 If anyone believes that a Member has breached this Code, a complaint should be submitted to:
 - 4.1.1 enquiries@britsoc.org.uk;
 - 4.1.2 BSA's membership service team by telephone on 0191 383 0839; or
 - 4.1.3 by post to BSA, Bailey Suite, Chancery Court, Belmont Business Park, Durham, DH1 1TW.
- 4.2 Any allegation of discrimination, harassment, bullying or victimisation will be treated seriously, regardless of the seniority of those involved.
- 4.3 BSA will follow up on reported incidents in line with BSA's [Disciplinary Procedure](#).
- 4.4 For the avoidance of doubt, the Trustees (as defined in BSA's articles of association from time to time) or BSA staff are able to submit a complaint in line with the above.

5 Confidentiality

- 5.1 It is our intention that all allegations will be investigated in confidence. All those who are involved in the investigation of an allegation, including witnesses, representatives and persons providing the information, have a duty to maintain confidentiality.
- 5.2 Individuals involved in a complaint are asked to maintain confidentiality to support a fair and respectful process. This includes not contacting others involved unless part of a facilitated or agreed process.
- 5.3 If the process proceeds to a full investigation, the BSA Trustees may deem it necessary to disclose the identity of the complainant as well as other relevant information to the respondent and others who will be involved in the investigation.

6 Sanctions

- 6.1 The BSA takes all concerns seriously and aims to address them in a fair, transparent, and proportionate way.
- 6.2 All alleged breaches will be investigated in accordance with the BSA's Disciplinary Procedure.
- 6.3 In some situations, immediate steps may be needed to ensure the safety and wellbeing of our Members (for example, asking someone to leave an event).
- 6.4 Making complaints that are knowingly false, vexatious or malicious may itself be considered a breach of this Code.
- 6.5 Legal action may be considered if a criminal offence is suspected and, if appropriate, the matter may be reported to the police or other relevant authorities.