

Code of conduct completed on 31.10.2022 by Jai Mackenzie and Laura Coffey-Glover, with support and guidance from committee members Frazer Heritage and Alexandra Krendel, as well as Simon Croft from Gendered Intelligence. This document should be reviewed at least every three years.

BAAL Language, Gender and Sexuality SIG Code of Conduct

The BAAL Language, Gender and Sexuality SIG are committed to creating a safe, welcoming space for all members, placing particular value on the participation of minoritised groups and individuals. These aims are in line with [BAAL's overall approach to equality diversity and inclusion](#), as well as [our own commitment](#) to provide a supportive community for the development of diverse and innovative research in the field. This code of conduct applies to all SIG-related interactions, including in-person and online presentations and communications.

Who do we serve?

Our SIG seeks to include and involve a diverse range of scholars and practitioners. To this end, we must be alert to the participatory barriers some members can face. These may be particularly prevalent in relation to the following protected characteristics, as set out in the UK Equality Act 2010: age, gender reassignment, marriage, pregnancy, disability, race, religion, sex or sexual orientation. However, we are also attentive to the diverse and intersectional nature of our members' experiences and identities, which may cut across and extend beyond these characteristics.

Since our group focuses on language, gender and sexuality, we are particularly alert to issues around equality, diversity and inclusion in relation to gender, sex and sexuality. Alongside key international organisations for equality and human rights¹, we take the position that the barriers faced by women, girls and LGBTQ+ people are intersecting and mutually reinforcing. We are a trans-inclusive group and do not accept any form of hostility or exclusion towards transgender and non-binary people.

What do we do?

As an academic group, we organise events and interactions that encourage the open exchange of ideas, the freedom to ask questions, and engagement in scholarly debate. However, we make a distinction between academic freedom, which concerns the right to conduct research without external influence, and free speech, which has always had legal limitations. We will not support or promote hostile or discriminatory behaviour in the name of academic debate or free speech.

Our code

We ask all members and visitors to engage with SIG activities in kindness, good faith and with an open mind. Please try to avoid making assumptions about others, for example their gender, sexuality, appearance, religion, (dis)ability or life experiences. We ask you to support colleagues in using the language, facilities (e.g. toilets) and clothing that they choose. We do not accept any form of policing in this respect. As well as this code of conduct, we also have inclusive participation guidelines for our event hosts. If you see or experience something that violates our code of conduct, please approach any member of the [SIG committee](#). Any violations of this policy will be duly investigated, and sanctioned where appropriate (see event hosting guidelines for more detail).

As an organising committee, we will not knowingly invite or promote scholarly work that is deemed to have a discriminatory agenda, or to advance gendered and/or other inequalities. Further, we will address suspected hostile behaviour or harassment in any of our SIG-related communications and events. Harassment is defined by the equality and human rights commission as unwanted behaviour that is offensive, intimidating or degrading to people with a protected characteristic, or a connection with one of these characteristics. We will address suspected hostile behaviour whether related to a protected characteristic or not. We do recognise that researchers may critique discriminatory language or practice as part of their work. We recommend putting measures in place to mitigate harm in these cases, e.g. offering content notices and not speaking discriminatory language aloud.

¹ Such as the [United Nations](#) and [Council of Europe](#)