

# LIBF

## Visiting speaker code of conduct

This should be provided to all visiting speakers BEFORE an event, alongside any further information.

### Introduction

- 1.1. This code of conduct exists to ensure all speakers taking part in any event, lecture or activity hosted or run LIBF, whether in person (on campus or elsewhere) or in digital form, act in accordance with LIBF's freedom of speech and visiting speaker policies and the Prevent duty.

### Conduct

- 2.1 LIBF expects visiting speakers to act in accordance with the law and not to breach the lawful rights of others.
- 2.2 LIBF reserves the right to not permit a visiting speaker to speak at or attend an event, to refuse to permit an event and / or to halt an event at any time if it reasonably considers there may be a breach of the freedom of speech and visiting speaker policy or of any legal obligation.
- 2.3 Set out below are some examples of LIBF's expectations. These examples aren't intended to be an exhaustive list of unacceptable conduct by visiting speakers.
- 2.4 During the event at which they participate, no speaker shall
  - act in breach of criminal law
  - incite hatred or violence or any breach of criminal law
  - encourage or promote any acts of terrorism or promote individuals, groups or organisations that support terrorism
  - spread hatred and intolerance
  - discriminate against or harass any person or group on the grounds of their sex, race, nationality, ethnicity, disability, religious or other similar belief, sexual orientation or age
  - defame any person or organisation
  - raise or gather funds for any visiting organisation or cause without express permission of LIBF.
- 2.5 During the event at which they participate, all speakers shall
  - comply with LIBF's freedom of speech and visiting speaker policies

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- present ideas and opinions, those that may be contentious or potentially offensive, in the spirit of academic debate, i.e., being open to challenge and question
- follow LIBF's policy on and instructions relating to health and safety, the Prevent duty, and equality and diversity.

## Legal context

3.1.1 Universities operate in a complex legal environment and so it's vital that all individuals involved in the visiting speaker process, including the speakers themselves, understand the legal framework and context that governs this area. Examples of some of the relevant areas of law are given below.

- Private rights. People are entitled to protection from harassment, defamation and unlawful breach of their human rights, as well as from unfair treatment under equality law. Health and safety law, data-protection, and contract law may also be relevant in this context.
- Criminal law. Hate crimes, harassment, breach of the peace, and terrorism all come under criminal law. There's also legislation around public meetings, public processions/assemblies, and public order which may be of relevance.
- Public law. Freedom of speech and some duties under the Equality Act are captured under public law.

3.1.2 LIBF retains the right to share information about visiting speakers with other institutions where legal and appropriate (including, but not limited to, the police or other higher education providers). In these incidences, LIBF will consider each case on its facts and risks to maintain an appropriate balance.

## Inclusivity

4.1.1 Universities have duties under the Equality Act 2010 as education providers, employers, and service providers. They mustn't unlawfully discriminate against students, employees, and other individuals to whom services are provided.

4.1.2 Inclusivity should be at the heart of all academic meetings, events, lectures or meetings provided for students, and at events attended by members of the public or employees of the university. Usually, attendance at these events will be open to anyone regardless of gender, ethnicity, sexual orientation, etc. However, there may be exceptions, for example, events that are for the purpose of collective religious worship or events held in countries that insist on segregation.



This code of conduct will be reviewed every 12 months by QPR.

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