

ANZAED Delegate Code of Conduct

The Australia & New Zealand Academy for Eating Disorders (**'ANZAED' or 'the Organisation'**) is committed to delivering professional, welcoming and safe events that facilitate knowledge-sharing and collegial interaction in an environment where all participants are treated with dignity and respect; and which is free from discrimination, harassment and other unwelcome behaviours. ANZAED values and fosters information sharing and scientific rigour and expects conference and other delegates will show respect to presenters despite holding differing viewpoints.

In the context of inclusivity, this Policy provides guidance on what behaviours are deemed acceptable and unacceptable at ANZAED events. It outlines the steps that delegates and ANZAED can take where there are concerns about the behaviour of others.

Definitions

Events - Events include, but are not limited to, conferences, online webinars, workshops, networking opportunities and social functions.

Participants - Participants include all ANZAED delegates; presenters; volunteers; employees; suppliers; exhibitors and any other person or organisation associated with the planning, coordination and delivery of the event.

Code of Conduct

To ensure that the Organisation's events are rewarding for all attendees, maintain attendee focus on high quality content, and foster constructive engagement among attendees, ANZAED asks all event attendees to:

1. Behave professionally at all times;
2. Treat other conference participants with respect and consideration;
3. Demonstrate tolerance for diverse views and opinions, even where they differ from their own;
4. Show consideration when sharing their opinions or when critiquing ideas;
5. Avoid heckling or otherwise disrupting presentations or meetings;
6. Refrain from engaging in unlawful or unwelcome behaviours including harassment discrimination, or aggressive communication; and
7. Remain kind to others and avoid insulting or disparaging other event participants, their research or presentations.

Inclusivity Statement

At ANZAED, we embrace and encourage diversity in many forms and are committed to promoting greater inclusivity amongst our members and community. We define diversity as people of different cultural backgrounds, races, genders, sexual orientations, body sizes, religions, socio-economic statuses, abilities, and more. We define inclusivity as an approach where we respect, welcome, encourage and engage diverse perspectives, and in particular are highly committed to listening to the perspectives of those with lived experience and from marginalised groups. We are committed to upholding inclusivity by speaking and acting in ways which afford every person respectful and considerate care, free of bias and stigma. When delivering a presentation or responding as an audience member, we ask you to read, accept and consider this Inclusivity Statement.

In support of the inclusivity statement, we ask you to consider the language that you may be using to describe bodies (including size, gender, age, sexual orientation, ability etc.) and be inclusive and considerate. Specifically, we invite you to be mindful of any medicalising or pathologizing of bodies (e.g., “obese”, “anorexic”) and instead consider other ways of describing bodies in a more neutral and inclusive way as we strive to support a learning environment that supports reducing the risk of stigma and harm in communications.

Some examples you may consider are:

- Rather than using terms such as “anorexic” or “bulimic” we ask you to use the terminology “person with anorexia” or “person with bulimia”.
- Rather than using the words/phrases “obese” or “obesity” or “person with obesity” we ask you to consider using terms such as “person with a BMI over 30” or “person at higher weight” or “people in larger bodies.” Similarly, we may say “low weight” rather than “underweight” or we may say “BMI under 20”.

If you are interested in learning more about the topic of inclusivity regarding language, please refer to [this article](https://onlinelibrary.wiley.com/doi/10.1002/eat.22528) (<https://onlinelibrary.wiley.com/doi/10.1002/eat.22528>) on terms to avoid or reconsider in the eating disorders field.

Inclusivity includes making room for and respecting all voices and perspectives, even if these may differ from your own. If you wish to directly respond to someone you believe is using language that is not consistent with the inclusivity statement, you are strongly encouraged to be respectful, non-critical, and considerate of their level of exposure to inclusive language and their experience in the eating disorder field while upholding the ANZAED Delegate Code of Conduct here within.

Unacceptable Behaviour:

Behaviours that contravene the Delegate Code of Conduct are strictly prohibited and will not be tolerated. These include but are not limited to:

1. Offensive comments or behaviours related to gender, age, sexual orientation, disability, physical appearance, body size, race, national origin or religion;
2. Any form of sexual harassment. This is defined as unwelcome sexual advances, requests for sexual favours or other unwelcome conduct of a sexual nature which leads to a person feel offended, humiliated or intimidated. It includes but is not limited to, sexual language, touching, staring or leering, unwanted invitations or pursuit, gestures, intrusive questions, jokes or comments, nudity and/or sexual images, or sexually explicit contact, or sharing or information which occurs in public or private spaces or during presentations;
3. Deliberate intimidation, stalking, following, bullying, discrimination, photography or recording without consent;
4. Sustained disruption of talks or other content;
5. The use of rude, aggressive or disparaging language or behaviours;
6. Copying, redistributing or using data from presentations without permission from the presenters/developers.

Acceptable Behaviour:

The following behaviours are generally acceptable and do not represent a breach of the Code:

1. Presenting a view, opinion or research that differs from that of other conference participants;

2. Critiquing a presentation or opinion provided it is done respectfully, with respect for differing opinions, and that it is not directed personally or aggressively at the individual involved. Critique should be offered during time allocated for questions in an appropriate tone, with the presenter provided adequate opportunity to respond; and
3. Requesting that an individual stop engaging in a behaviour that is causing offence, while respecting differing professional/scientific perspectives.

Complaints Process:

If you become aware of a breach of the Code, you may:

1. Request that the other party immediately cease the behaviour, if it would be appropriate and you are comfortable to do so respectfully;
2. Raise the concern with a conference chair;
3. As soon as practicable, report the incident to an ANZAED employee or Office Bearer. Complainants may report the incident to ANZAED verbally or in writing, including via email at anzaed@anzaed.org.au. Where the complaint is of a particularly serious or complex nature, the complainant may be encouraged to document their concerns in writing.

ANZAED will seek to resolve the complaint as quickly as practicable and in accordance with the ANZAED Complaints policy and other relevant policies, regulations and rules.

Implementation:

The implementation process will be at the sole discretion of ANZAED and will depend on the severity of the breach. During a presentation, the session Chair is endowed with the authority to stop inappropriate questions or comments. Following a presentation or other session, further enforcement process may involve:

1. Requesting that the participant(s) involved in the breach immediately stop any inappropriate behaviours;
2. Issuing a warning to anyone involved in a breach of the Code;
3. Undertaking a discussion among parties to more clearly understand the motivation and context of any offensive behaviour;
4. Removing the offending party from the conference without reimbursement for any costs associated with attending the conference;
5. Expulsion from ANZAED; or
6. Referral to law enforcement where warranted.

Individuals subject to action are expected to comply immediately. Failure to comply with any action may result in further disciplinary action, including more stringent sanctions.