

## **Policy on Expected Behaviour at Society of Agriculture Functions and Training Events**

### Purpose

The Society of Agriculture is committed to fostering a respectful, professional, and inclusive environment at all of its events and training sessions. This policy outlines the standards of behaviour expected from all attendees to ensure a positive experience for everyone.

### Scope

This policy applies to all attendees, including, but not limited to, members, guests, speakers, sponsors, and staff participating in Society of Agriculture-hosted functions and training events.

### Expected Behaviour

All attendees are expected to:

- Show Respect and Professionalism
- Treat everyone with courtesy, dignity, and respect, regardless of their role, background, or opinions.
- Refrain from any form of discrimination, harassment, or bullying, whether verbal, physical, or otherwise.
- Maintain Integrity
- Conduct themselves in a manner that reflects positively on the Society of Agriculture

### Follow Event-Specific Guidelines

- Adhere to any specific codes of conduct or guidelines communicated for the event or training session.
- Be Inclusive
- Foster an environment where all attendees feel welcome and valued.
- Avoid behaviour that could make others feel excluded, uncomfortable, or unsafe.

### Unacceptable Behaviour

Unacceptable behaviours include, but are not limited to:

- Harassment or intimidation of any kind, including, but not limited to, unwanted physical contact, derogatory remarks, or inappropriate jokes.
- Disruption of events or training sessions, including excessive interruptions or inappropriate use of technology.
- Excessive consumption of alcohol or behaviour that compromises personal or others' safety.
- Any activity that violates applicable laws or regulations.

### Reporting Concerns

If you experience or witness behaviour that breaches this policy, please report it promptly. To ensure anonymity and confidentiality, email the Director [victoria@soc-ag.org](mailto:victoria@soc-ag.org). All reports will be handled confidentially, and anonymously.

### Decision-Making Process & Consequences of Policy Violations

All reports will be reviewed by the Director and the Chair (or another appropriate person). They will assess the situation, determine appropriate remedial actions, and ensure fair decision-making.

### Actions may include:

- Do nothing in the event of no evidence of unacceptable behaviour
- A verbal admonishment
- Removal from the event or training session without a refund
- Suspension or revocation of BCFTA membership or access to future events
- Further legal or disciplinary action where necessary

The Society of Agriculture will also proactively monitor behaviours at events to ensure compliance, rather than relying solely on reports received.

### Alignment with UK Legal Standards

This policy aligns with the Equality Act 2010, which prohibits discrimination based on protected characteristics such as race, gender, age, disability, and sexual orientation.

### Commitment to Improvement



The Society of Agriculture is committed to regularly reviewing and updating this policy to ensure a safe, respectful, and enjoyable environment at all events and training sessions.

#### Acknowledgement

By attending a Society of Agriculture function or training event, participants agree to abide by this policy and contribute to a positive experience for all.

For any questions or concerns regarding this policy, please contact the Director by emailing [victoria@soc-ag.org](mailto:victoria@soc-ag.org)

Approved 22<sup>nd</sup> April 2026