

## **Visiting Speaker Code of Conduct**

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

### **Introduction**

- 1.1. This code of conduct exists to ensure that all speakers taking part in any event, lecture or activity hosted or run by The London Institute of Banking & Finance, whether in person (on campus or elsewhere) or in digital form, act in accordance with The London Institute of Banking & Finance's Freedom of Speech and Visiting Speaker Policies and the Prevent Duty.

### **Conduct**

- 2.1. The London Institute of Banking & Finance expects visiting speakers to act in accordance with the law and not to breach the lawful rights of others.
- 2.2. The London Institute of Banking & Finance reserves the right to not permit an 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 The London Institute of Banking & Finance 's expectations. These examples are not 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 the criminal law.
  - Incite hatred or violence or any breach of the 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 The London Institute of Banking & Finance.
- 2.4. During the event at which they participate, all speakers shall:
  - Comply with The London Institute of Banking & Finance's Freedom of Speech and Visiting Speaker Policies.
  - Present ideas and opinions, those that may be contentious or potentially offensive, in the spirit of academic debate, ie. being open to challenge and question.

- Follow The London Institute of Banking & Finance’s policy on and instructions relating to health and safety, the Prevent duty and equality and diversity.

### **Legal Context**

3.1. Universities operate in a complex legal environment and so it is 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 is 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.

3.2. The London Institute of Banking & Finance 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, The London Institute of Banking & Finance will consider each case on its facts and risks to maintain an appropriate balance.

### **Inclusivity**

- 4.1. Universities have duties under the Equality Act 2010 as education providers, employers and service providers; thus, they must not unlawfully discriminate against students, employees and other individuals to whom services are provided.
- 4.2. 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.

March 2022.