

SBTD Members Code of Conduct

The Code is based on six key principles outlined below.

Any member who in the opinion of the Directors of the Society has been in contravention of the spirit or letter of the Code may be reprimanded, suspended or expelled from membership by the Directors and this action may be accompanied by a public announcement.

1. Respect and Fairness

- SBTD is committed to maintaining and promoting a professional environment within which its members treat each other and members of the public with dignity and respect.
- Members will not discriminate against, bully or harass any other person on the basis of cultural and role difference, including those involving age, disability, education, ethnicity, gender, language, marital or family status, national origin, political beliefs, race, religion, sexual orientation and socio-economic status. They will equally respect the diversity of arts practices and cultural discourse that characterises performing arts research and study in today's world.

SBTD recognises as *bullying* any behaviour considered as offensive, intimidating, malicious or insulting, resulting from a misuse of power or status that undermines, humiliates, denigrates or causes injury to the recipient.

Harassment involves any unwelcome verbal or physical behaviour, including sexual advances, when the unwanted conduct violates another person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for that person.

Both categories include communication through electronic media of all kinds.

2. Responsibility and Accountability

- All members should be aware of their ethical, legal and professional responsibilities with respect to the communities in which they work and also to the Society of British Theatre Designers.
- All Members should avoid personal and professional misconduct that might bring the Society or the reputation of the profession into disrepute.

3. Integrity and Honesty

- All members should be honest and accurate in representing their professional affiliations and qualifications, while taking reasonable steps to ensure that these are not misrepresented by others.
- Members shall not knowingly copy the work of another designer.
- All members should be honest and accurate in conveying research findings and professional conclusions.

4. Privacy and Confidentiality

All members will respect individual and collective rights to privacy and maintain confidentiality in compliance with UK and International law and regulations. They will follow best practice in all communications and documentation, including submissions to SBTD publications, awards or grant procedures.

Members will credit other collaborators work and images where not taken themselves.

5. Avoidance of Personal Gain

Members should neither offer nor accept bribes or inducements, either on a personal basis or on behalf of the SBTD. Please see the Anti-Bribery Policy for further details.

6. Conflict of Interest

All members should declare any competing professional or personal interests that may be pertinent to their activities within SBTD and SBTD-supported events and research groups. Should any conflict of interest arise, the individual must inform the Directors and take all reasonable steps to mitigate its effects (by, for example, withdrawing from the activity or discussion as appropriate).

The model of the Code of Conduct of the British International Studies Association (BISA) is gratefully acknowledged. It has been adapted; any shortcomings in the present document are entirely the responsibility of the Society of British theatre Designers.