

# AMI Event Code of Conduct

**Published:** September 2025

Applied Microbiology International (AMI) is a global community of microbiologists on a mission. Our community of microbiologists is focused on solving global challenges and using their knowledge for good.

This Code of Conduct has been created to ensure that individuals or groups do not feel harassed or uncomfortable participating in any AMI event or associated activities. All delegates, speakers, sponsors, and volunteers at an Applied Microbiology International (AMI) event are required to agree to this Code of Conduct.

## **AMI's Values**

All of AMI's activities are guided by the following values:

- Promoting inclusivity
- Pushing forward
- Scientific rigour
- Meaningful collaboration

## **Respectful behaviour**

People attending AMI's events are asked to participate in a respectful, considered and constructive way that encourages and includes others. This includes listening openly, challenging sensitively and avoiding conflict with others.

## **Safe Spaces**

AMI seeks to ensure that members enjoy participating in and contributing to AMI activities through the creation of spaces that are welcoming and respectful to everyone. AMI will not accept harassment or intimidation of participants in any form, whether verbal, sexual, physical, or written (including on social media, by email or online forums).

AMI has defined that harassment includes, but is not limited to:

- Offensive or unwanted conduct on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation which has the purpose or effect of violating dignity or creating an intimidating, hostile or degrading environment.
- Use of sexualized or other inappropriate images or unwelcome sexualized content, inappropriate physical contact, unwelcome sexual attention, or stalking.
- Sustained interruption of speakers or those asking questions.
- Unwanted photography or filming.

Intimidation includes, but is not limited to:

- Making threats.
- Bullying.
- Personal attacks.

AMI expects those attending its events to seek to avoid microaggressions (indirect, subtle or unintentional discrimination) and misgendering (addressing someone using gendered words to imply or state they are a different gender than the one they have asked to be used) other delegates.

## **Raising Concerns**

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of AMI staff immediately. If you are at a face to face event AMI staff can be identified through their branded name badges, alternatively you can contact the AMI Team by emailing [info@appliedmicrobiology.org](mailto:info@appliedmicrobiology.org).

AMI staff will be happy to help participants contact venue security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment or intimidation to feel safe at the event.

AMI reserves the right to remove any individual from the event if they break this Code of Conduct. No reimbursement of event or associated costs will be made. If you are also an AMI member, AMI can take action to remove your membership. This action will be conducted in accordance with AMI's Rules.

## **Feedback**

AMI welcomes any feedback on how we might improve this Code of Conduct and make AMI a safer space for all. You can contact us at [governance@appliedmicrobiology.org](mailto:governance@appliedmicrobiology.org).

This Code of Conduct will be reviewed by the AMI team on an annual basis.

The Code of Conduct has been established in conjunction with the AMI Member Code of Conduct, [Universal Ethical Code for Scientists](#), the [Nolan Principles](#) and the Equality, Diversity and Inclusion in Science and Health (EDIS) Safer Space Policy.