

# AMI Code of Conduct for Members

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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.

All members of Applied Microbiology International (AMI) are required to sign this Code of Conduct. It has been created, with the expectation that as a member of AMI you will uphold the organisation's values and uphold AMI's commitment to diversity and inclusion

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

## Guiding Principles

This Code of Conduct sets out the values AMI expects its members to follow and the standards they are expected to uphold.

As a member of AMI, I confirm that I will adhere to this Code of Conduct throughout all my AMI related activities.

## Promoting Inclusivity

- I recognise that one of AMI's greatest assets is its diverse membership, staff, and contributors. As such, I will work considerately and respectfully with all those I encounter. I will respect diversity, different roles and boundaries, and seek to avoid giving offence.
- When I engage in AMI activities, I will participate in a considered and constructive way that encourages and includes others. This will include listening openly, challenging sensitively and avoiding conflict with others.
- In recognising the diverse views of AMI members, I will not make public comments or declarations on behalf of the organisation, without prior consent. If I wish to declare personal interests in a public forum, I will make it clear that I am speaking as an individual and not as a representative of AMI.

## **Integrity**

- I will act with integrity, upholding the values laid out in this Code of Conduct.
- I understand that by acting with integrity, all members are benefitting from my commitment to promoting the values of honesty, respect, equity, diversity, and inclusion as I expect my fellow members to uphold them for my benefit.
- I will ensure I conduct myself and my work in applied microbiology in an honest manner.

## **Scientific Rigour**

- I will implement the highest standards and best practices of scientific method and experimental practice.
- I commit that my research / practice will be methodologically sound and unbiased. While also being accessible, culturally responsive, and enriched by diverse perspectives.
- I will strive for objectivity in my judgments, embracing diverse views, to ensure my professional and personal work is comprehensively considered.

## **Meaningful Collaboration**

- In accordance with AMI's core vision (that microbiology can solve the world's greatest challenges) I will use my skills and expertise to enable meaningful collaboration to advance scientific impact.

## **Respectful behaviour**

- I will treat others with respect, professionalism, fairness and sensitivity. I will seek to ensure that others do not feel harassed or uncomfortable when participating in AMI meetings, events and associated activities or communications (including via email or online forums).
- I will work to eliminate my own biases, prejudices and discriminatory practices, including 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).

## **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, physical, or written (including on social media, by email or online forums).

I understand 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.

I understand that intimidation includes, but is not limited to:

- Making threats.
- Bullying.
- Personal attacks.

### **Raising Concerns**

If I experience, bear witness to or am made aware of behaviour of any AMI member that is not in line with the policies and values of AMI, I recognise that it is my responsibility to endeavour to raise my concerns with a member of the AMI Team by emailing [governance@appliedmicrobiology.org](mailto:governance@appliedmicrobiology.org).

I understand that AMI will treat any concern I raise with discretion, sensitivity and look to rectify those concerns. If an incident relates to a trustee or Chief Executive, the individual will not be allowed to review the incident and every effort will be made to respect my confidentiality.

### **A breach of the Code of Conduct**

If my actions are found not to be in accordance with what is expected of me from under this Code of Conduct, I understand that AMI can take action to remove my 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 members. You can contact us at: [governance@appliedmicrobiology.org](mailto:governance@appliedmicrobiology.org).

This Code of Conduct will be reviewed and approved by the trustees on an annual basis.