**Society for Applied Microbiology: Code of Conduct** **for Awards**

This Code of Conduct has been created by the Society for Applied Microbiology (SfAM), with the expectation that as a nominee of an SfAM award you will uphold the Society’s values of integrity, honesty, and respect, which includes the values of equality, diversity, and inclusion. This Code of Conduct has been established in conjunction with the Universal Ethical Code for Scientists and the Nolan Principles.

**Guiding Principles**

In acknowledging the benefits that equality, diversity and inclusion can provide the applied microbiological community, this Code of Conduct sets out the values and expectations that SfAM requires all its award nominees to implement. It has been designed to ensure that all SfAM award nominees are confident they can participate in the SfAM awards programme in a comfortable and supported manner. The expectations set out below have been put together to protect your rights and values as much as your fellow nominees rights and values.

Agreeing to this Code is a condition of entering the awards programme of SfAM:

**General**

* As a nominee of an SfAM award, I will observe the rules set out in this Code of Conduct.
* I will adhere to this Code of Conduct throughout the SfAM awards programme and subsequent SfAM related activities. This applies to any SfAM activity or activity where I am representing the Society, including where I am an active participant, attendee, or volunteer.
* If my actions are found not to be in accordance with these rules, I understand that SfAM may take action to address concerns regarding my conduct as described in Breaches of the Code.

**Integrity**

* I will act with integrity, upholding the values laid out in this Code of Conduct and SfAM’s values and core vision.
* I understand that by acting with integrity, all award nominees are benefiting from my commitment to promoting the values of honesty, respect, equality, diversity, and inclusion as I expect my fellow members to uphold them for my benefit.

**Honesty**

* I will ensure I conduct myself and my work in applied microbiology in an honest manner.
* I will strive for objectivity in my judgments, embracing diverse views, in order to ensure my professional and personal work is comprehensively considered.

**Respect**

* I recognise that one of SfAM’s greatest assets is its diverse membership, staff, and contributors. As such, I will work considerately and respectfully with all those I encounter. In recognition of the value and benefits that diversity yields, I will respect diversity, different roles and boundaries, and avoid giving offence.
* When I engage in the SfAM awards programme, I will participate in a considered and constructive way that encourages and includes others, regardless of whether they are SfAM members, non-members, volunteers, or staff. This will include listening openly, challenging sensitively and managing conflict without aggression.
* In recognising the diverse views of SfAM members, I will not make public comments or declarations on behalf of the organisation without prior consent, prioritising SfAM’s values and principles over any conflicting personal beliefs and values. 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 SfAM.

**Serving the Public Interest**

* In accordance with SfAM’s core vision to use applied microbiology to address significant challenges facing humanity, I will use my skills and expertise to advance and safeguard the welfare of humanity.

**Raising Concerns**

* If I witness or am made aware of behaviours of any SfAM group or individual that are not in line with the policies and values of SfAM, I recognise that it is my responsibility to raise my concerns with a member of the Executive Committee and/or the Chief Executive.
* I understand that SfAM will treat any concern I raise with discretion, sensitivity and look to rectify those concerns. If an incident relates to a member of the Executive Committee or Chief Executive, they will not be allowed to review the incident and every effort will be made to respect my confidentiality.

**Breaches of the Code**

* I understand that substantial breach of any part of this Code may result in a process that might end with my award being revoked. Should this happen, I will be given the opportunity to be heard, as part of the process.