

AEP Code of Conduct

This Code of Conduct provides guidance on the expected behaviour of members of the AEP and sets out the standards of conduct that support our values. The AEP is committed to promoting a culture of equality, diversity and inclusion and to eliminating all forms of harassment, including sexual and racial harassment, prejudice and unfair discrimination. The AEP will not accept any type of harassment, nor will it tolerate aggressive, offensive, intimidatory, disrespectful or unacceptable behaviour or comments during any of its events, meetings or within any activities related to the AEP. **This code of conduct applies to all events both in person or online and includes all forms of communication, including postings on social media**

Members are expected to be mindful of the language that they use at all times and to give thought to the possible effects of what they say on others. Any meeting of AEP members and staff must be experienced as an ethical and safe space in which everyone feels respected. **The AEP will not tolerate sexism, homophobia or transphobia, racism (including antisemitism or islamophobia) or behaviour that discriminates against any group of people as defined in the Equality Act 2010.**

Members are expected to:

1. Maintain a high standard of personal conduct and act in line with the Code of Ethics and Conduct as set out in the Members' Handbook.
2. Comply with the relevant AEP objects, rules, policies, regulations and codes as set out in the AEP Members' Handbook.
3. Conduct themselves so as to maintain the reputation of the AEP and act in the best interests of the AEP at all times.
4. Treat staff and other members with dignity and respect.
5. Ensure all discussions and debates are conducted appropriately and differences of opinion are dealt with respectfully.
6. Promote a culture where individuals feel confident and comfortable in raising concerns regarding offensive or unacceptable behaviours that they have experienced or witnessed.
7. Ensure that any comments reflect current organisational policy and make it clear where any views are the personal views of the speaker.
8. Respect organisational and individual confidentiality in line with AEP policies and data protection legislation.
9. Any breach of this Code of Conduct by AEP members **will be taken seriously** and may be managed in accordance with the AEP's Code of Ethics and Conduct procedures as set out in the Members' Handbook. **This may result in members being excluded from the event and denied access to future AEP events.**
10. If you are attending an AEP event or conference and have concerns about inappropriate conduct at the event, you may also raise concerns with AEP members or staff/NEC members or at the AEP information desk. In the case of third-party staff and contractors, you should raise concerns directly with their managers. The AEP will take all complaints seriously and act on them as set out in the Members Handbook.

This code of conduct should be read in conjunction with the following documents:

- *The AEP Code of Ethics and Conduct (Handbook)*
- [HCPC standards](#)