**BIPS Code of Conduct**

This Code of Conduct underpins our commitment to develop an inclusive community dedicated to open scholarly exchange and the dissemination of knowledge in Iranian Studies and Studies in the Persianate World. The Code should not be construed as compromising in any way our commitment to the principles of academic freedom, defined by UNESCO as ‘the right, without constriction by prescribed doctrine, to freedom of teaching and discussion, freedom in carrying out research and disseminating and publishing the results thereof, freedom to express freely [your] opinion about the institution or system in which [you] work, freedom from institutional censorship and freedom to participate in professional or representative academic bodies.’

This Code applies to the following individuals:

1. All BIPS members, including trustees and officers in the course of BIPS activities and business;
2. Those employed to undertake work for BIPS, whether directly employed or not by BIPS;
3. Those attending BIPS events and/or engaged in BIPS activities and business, whether in person or on-line.

We expect all of the above to recognise their responsibilities and to:

* Behave in a way that respects the rights and dignity of others.
* Treat others fairly.
* Display courtesy and good manners in every interaction appreciating that individuals have different styles and expectations.
* Value differences in others and the contribution they make.
* Participate in BIPS business on a co-operative basis.
* Demonstrate a commitment to upholding the values of equality, diversity and inclusion.

We recognise bullying as offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient.

We recognise as harassment any unwelcome verbal or physical behaviour, including sexual advances, when the unwanted conduct has the purpose or effect of either violating another person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person.

Given the current reliance upon electronic means of communication it should be specifically noted that harassment, bullying and victimisation by electronic means is also unacceptable.

If you have any doubts or queries as to the contents or purpose of this Code, or if you believe that any aspect of the Code has been breached in your interactions with BIPS activities and business, please contact the please contact the BIPS Vice President or General Manager to discuss.