

Inclusivity Statement

BAFTSS is committed to supporting its members regardless of age, race, nationality, socioeconomic status, gender identity, sex, sexuality, ability, body, or ethnic origin. We aim to build a culture in which fairness and inclusion are a fundamental part of everything that we do, and in which diversity is valued and celebrated. This statement reflects our approach to ensuring that our shared community is free from all forms of prejudice, discrimination, harassment, and bullying. We are diverse and inclusive, promoting a strong collegial community through openness, listening and co-operation.

In support of these values, BAFTSS takes a zero-tolerance approach to all forms of behaviour that violate the dignity of others. Zero-tolerance means that the Association will never tolerate, condone or ignore bullying, harassment or hate crime of any kind. We recognise that these behaviours can take many forms. They may be carried out face-to-face or through electronic media (cyber bullying); they may be subtle or overt abuses of power. All members of our Association have a collective responsibility to encourage a culture of dignity and respect; to treat others fairly, with courtesy and consideration; and to challenge inappropriate behaviour when it is safe to do so. Academics have a particular responsibility to lead by example, identifying inappropriate cultures and behaviours when these occur and taking prompt action to stop or prevent them.

We will treat any allegation of harassment, (racial or sexual), hate crime, bullying or victimisation seriously, regardless of the seniority of those involved. BAFTSS has developed a set of Guidelines to ensure that we deal with grievances according to principles that are rigorous, fair, structured, sensitive, transparent, neutral and timely.

BAFTSS Executive Committee, October 2018.