In order to maintain a community of mutual respect, courtesy, trust and inclusion, we should strive never to bully, harass, discriminate, victimise or behave in a way that can be construed as sexual misconduct, by avoiding such behaviour as:

- **Humiliating** others by shouting at them, either publicly or privately
- Talking down to, belittling, gratuitously **interrupting** or preventing others from speaking
- Directing inappropriate language, such as **swearing**, towards others or making degrading comments about individuals or groups of individuals
- Making inappropriate **derogatory** remarks about a colleague’s performance in public, whether directly (such as in a meeting) or indirectly (for example, by needlessly copying people into an email)
- Maliciously ignoring individuals or groups of individuals, or inhibiting the ability of others to perform their roles by withholding information or **excluding** them from necessary meetings and discussion
- Imposing overbearing and **intimidating** levels of supervision or management
- **Undermining** the reputation of another through malicious rumours or false allegations
- Making racist, sexist, homophobic, transphobic, disablist, or ageist jokes, remarks or microaggressions, which may demean or discriminate independently of our intentions
- Mocking, mimicking or belittling a colleague, student or visitor because we perceive them as different to us, or using this difference as a reason to treat them unfairly.
- Behaving in a controlling or **coercive** way, such as pressurising others to subscribe to a particular political or religious belief
- Circulating or displaying any type of communication on any form of media that could reasonably be perceived as offensive, intimidating or degrading, including pornographic material, unless relevant for the direct purpose of academic debate or teaching or otherwise protected by the University Statement on Freedom of Speech.
- Making **unwelcome** and unpermitted sexual advances, **suggestive** behaviour or touching someone against their will, even if we perceive it as harmless
- Retaliating to allegations of inappropriate behaviour, including **threatening** those who have made the allegations, providing unfair or misleading references, or blocking access to career development opportunities.

For more information, please visit: [changetheculture.cam.ac.uk](http://changetheculture.cam.ac.uk)
The University is committed to creating and maintaining a safe, welcoming and inclusive community.

Bullying, harassment, discrimination, sexual misconduct, and victimisation have no place at Cambridge.

This Code of Behaviour, developed in close collaboration with the Trade Unions, and staff representatives from across the University, sets out the University’s expectations around how we should behave and not behave towards other members of our community. I encourage you to familiarise yourselves with it so that together we can build a community in which we are all empowered to do our best work, and to be our best selves.

Professor Stephen Toope
Vice Chancellor

In an environment that encourages and celebrates freedom of thought and expression, it is vital that our behaviour towards one another remains courteous and professional. The following Code, developed in conjunction with the Trade Unions and representatives across the University, sets out the University’s expectations around how we should behave and not behave towards other members of our community.

The negative actions listed in the Code below are based on actual accounts of inappropriate behaviour shared by respondents to recent University surveys and show how the inappropriate behaviours defined in section 5 may be demonstrated within our community. Understanding the ways in which inappropriate behaviour may be demonstrated can help each of us appreciate the impact of the way we behave, and set a positive personal model of behaviour.

THE CODE OF BEHAVIOUR

We are each individually responsible for our own actions and for recognising the impact of our behaviour on others. This Code is not exhaustive but models both the positive behaviour expected of us in our interactions with one another and the behaviours we should avoid.

Acknowledging the University’s core values of freedom of thought and expression and freedom from discrimination, we should always strive to:

• Foster a trusting environment which enables honest and supportive working and studying conditions
• Recognise that our actions can impact others and show courtesy and consideration in our interactions with others, even if we disagree with their views
• Discuss views that others may find disagreeable or distasteful, in a constructive and lawful way, in line with the University Statement on Freedom of Speech
• Treat each other fairly and without bias
• Recognise and acknowledge the contribution of others to our work
• Honour the need for confidentiality when the nature of our work requires it
• Maintain appropriate and professional relationships with all members of the University
• Promote a culture where colleagues can speak out about inappropriate behaviour
• Support our colleagues experiencing inappropriate behaviour by intervening, speaking out and helping where we feel able.