



New Perspectives: Postgraduate Symposium for the Humanities (NPPSH) is dedicated to providing a harassment-free conference experience for everyone. All attendees, speakers, and volunteers are required to abide by the following code of conduct, both in person and on social media.

The NPPSH Organising Committee will enforce these policies throughout the conference to ensure a safe environment for all. If you need help or have any questions, please email nppsh.ie@gmail.com.

The Short Version

NPPSH is committed to creating and maintaining a harassment-free conference for attendees, speakers, and volunteers. All participants should observe appropriate behaviour, treat fellow postgraduate students with courtesy and respect, and strive to adhere to the university's core values of honesty, impartiality, integrity, collegiality, and serving the common good.

NPPSH will not tolerate harassment or bullying of conference participants in any form, including (but not limited to) harassment based on: gender, gender identity and expression, sexual orientation, disability, physical appearance, race, age, religion, ethnicity, nationality, marital status, or membership of the Traveller community.

Individuals violating these rules may be asked to leave at the discretion of the NPPSH Organising Committee.

The Not-So-Short Version

Harassment is defined by Maynooth University as “any unwanted conduct which has the purpose or effect of violating a person’s dignity and creating an intimidating, hostile, degrading, humiliating or offensive environment for the person. The unwanted conduct may consist of acts, requests, spoken words, gestures or the production, display or circulation of written words, pictures or other material.”

Harassment includes, but is not limited to:

- Verbal or written comments that reinforce social structures of domination related to: gender, gender identity and expression, sexual orientation, disability, physical appearance, race, age, religion, ethnicity, nationality, marital status, or membership of the Traveller community;
- Sexual images in public spaces (unless deemed necessary as part of an individual’s research);
- Deliberate intimidation, stalking, or following;
- Harassing photography or recording;

- Sustained disruption of talks or other events;
- Inappropriate physical contact;
- Unwelcome sexual attention;
- Advocating for, or encouraging, any of the above behaviour.

Per the university's codes of conduct, with regards to harassment and bullying, "the intention of the respondent is irrelevant. The fact that he/she had no intention of bullying, harassing, sexually harassing, or showing a lack of respect, does not excuse the behaviour."

Enforcement

Any NPPSH attendee, speaker, or volunteer found in violation of this code of conduct will be asked to stop any and all harassing behaviour and are expected to comply immediately. The NPPSH Organising Committee may take any action deemed necessary or appropriate in response to harassment or bullying, including providing the offender with a verbal warning and/or asking the offender to leave the conference.

If you are being harassed, notice someone else being harassed, or have any concerns about conference policies, please contact a member of the NPPSH Organising Committee immediately. Committee members will be identified with branded badges.

Harassment and other code of conduct violations reduce the value of our event for everyone. We want you to be happy and safe at our event. Our team will be happy to help you contact university security, local law enforcement, local support services, provide escorts, or otherwise assist you to feel safe for the duration of the event.

Thank you for attending and participating in NPPSH.

This anti-harassment policy is based on the example policy from the [Geek Feminism wiki](#), created by the Ada Initiative and other volunteers. It incorporates language and policies from Maynooth University, including the university's [Code of Conduct](#), [Protection of Staff against Workplace Bullying, Harassment & Sexual Assault](#), and [The Statement of Policy on Equality](#).