

External Speaker Code of Conduct

Guidance relating to external speakers at Plymouth Marjon University

This code of conduct exists to ensure that all speakers taking part in an event or activity hosted or run by Plymouth Marjon University, on campus or elsewhere, act in accordance with the University's External Speaker Policy and UK legislation. It should be read in conjunction with the External Speaker and Events Policy, Code of Practice and Process. It is the responsibility of the Principal Organiser (the individual from within Plymouth Marjon

the law protects freedom of speech and academic freedom (see section 3) the law also places limits on those freedoms and breaching the lawful rights of others (for example by using threatening, abusive or insulting words or behaviour, particularly with a view to inciting hatred or drawing others into terrorism) is unlawful. This Code of Conduct for External Speakers has been developed and will be regularly reviewed to ensure that the rights and freedoms of our staff, students and visitors are effectively secured in the context of the University's legal obligations rather than as an attempt to curtail the healthy exchange of ideas that external speakers provide.

The Legal Context

Universities operate in a complex legal environment. Examples of some of the relevant areas of law are given below:

- ” Individual Rights People are entitled to protection from harassment, defamation and unlawful breach of their human rights, as well as from unfair treatment under equality law.
- ” Legislation relating to organisational structures and processes Health and Safety law, Data Protection and Contract law are also relevant to the University's areas of activity.
- ” Criminal Law Hate crimes, harassment, breach of the peace and terrorism all come under criminal law. There is also legislation around public meetings, public processions/assemblies and public order, which may be of relevance. Public law – Freedom of Speech and some duties under the Equality Act 2010 are captured under public law.

¹ N.B. There is no right not to be offended: the expression of views, which some people may find objectionable or offensive is not prohibited generally by law.

It is vital that all individuals involved in the External Speaker process, including the speakers themselves, understand that a wide ranging legal framework governs this area. The expectations stated within the University's External Speaker and Events and Code of Practice and Processes, and this External Speaker Code of Practice derive from this legislation.

Conduct

The University expects External Speakers to act in accordance with the law and not to breach the lawful rights of others. Examples of the University's expectations are provided below. The examples provided are for guidance and not intended to constitute an exhaustive list of unacceptable conduct by external speakers. The University reserves the right not to permit an external speaker to speak at or attend an event, to refuse to permit an event to take place at or

- ” Raise or gather funds for any external organisation or cause without express permission of the University.

During the course of the event at which he or she participates, all speakers shall:

- ” Comply with the University’s Code of Practice on Freedom of Speech.
- ” Comply with the University’s External Speaker Policy.
- ” Present ideas and opinions, in particular those that may be contentious or potentially offensive, in the spirit of academic debate, being open to challenge and question.
- ” Follow the University’s policy on and instructions relating to health and safety.

Segregation

Universities have duties under the Equality Act 2010. Equality Act 2010 is up to date with all

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