



Summary Code of Conduct for Lambeth Conference 2022

You should:

- behave respectfully towards others and not misuse private, professional or personal relationships
- be clear with yourself and others about your personal boundaries
- be aware of the special responsibility that any person in authority has
- be aware of power imbalances in relationships arising from differences in position, education or other factors
- be aware that people are often more vulnerable than they may appear
- be sensitive to cultural and social differences and practices
- respect personal boundaries
- be alert to contexts which may encourage unacceptable behaviour, e.g., for some, being in unfamiliar circumstances away from home or drinking too much alcohol
- be swift to apologise if you think your behaviour has caused offence or been misunderstood.

Full policy to be used at LC2022

Full Code of Conduct

Concerning discriminatory behaviour, harassment and sexual harassment

1. This code of conduct is designed for your guidance and protection and applies to all persons participating in meetings and events organised by the instruments, commissions, working groups or networks of the Anglican Communion, and to all persons participating in other meetings and events as representatives of Churches of the Anglican Communion.

Our Faith and Ethos

2. The Bible affirms that women, men and children of all cultures, nations and religions are created equally in the image of God. Each human being has received his or her dignity as a gift of God. God calls us to show care and respect for every human being and to live in right relations with one another.
3. The Anglican Communion has a long-standing commitment to encourage a



lifestyle and pattern of work that respects the dignity and worth of each individual irrespective of social status, ethnicity, colour, religion, gender, sexual orientation, age, marital status, or disability. Inappropriate behaviour and harassment are wholly inconsistent with this commitment.

4. We are committed to ensuring that the Lambeth Conference is held in an environment of hospitality and safety. Discriminatory behaviour, including harassment of any kind – based on gender, ethnicity, age, sexual orientation, class, disability or otherwise, will not be tolerated. This applies to behaviour in any venue, or related to any meeting, including meeting/event premises, accommodation, meals, social times and excursions.

Code of Conduct

5. You should:

- behave respectfully towards others and not misuse private, professional or personal relationships
- be clear with yourself and others about yours and their personal boundaries
- be aware of the special responsibility that any person in authority has
- be aware of power imbalances in relationships arising from differences in position, education or other factors
- be sensitive to cultural and social differences and practices
- be alert to contexts which may encourage unacceptable behaviour, e.g., for some, being in unfamiliar circumstances away from home or drinking too much alcohol
- be swift to apologise if you think your behaviour has caused offence or been misunderstood.

6. If you experience abusive, discriminatory behaviour, harassment, or sexual harassment

- trust your intuition and feelings if someone's behaviour makes you uncomfortable
- if you can, remove yourself from the situation as soon as possible
- seek immediate help from someone you trust and report the incident to a member of the Lambeth Conference Safeguarding Team.
- The lead members of the Lambeth Conference Safeguarding Team are: the Rt Revd Tim Thornton, the Rt Revd Anthony Poggio and Moira Murray. In addition, there are six safeguarding professionals in the Team, who are all here to help you.
- if you see or hear someone being harassed, don't keep silent. If you can, offer



immediate help to the person, and then report the incident to a member of the Lambeth Conference Safeguarding Team.

- If you witness someone who is in immediate danger contact a member of Kent University Security and/or the Lambeth Conference Safeguarding Team.

Role of those responsible for addressing complaints of abusive and discriminatory behaviour, harassment and sexual harassment

7. The Lambeth Conference Safeguarding Team is designated to respond to disclosures and reports of abusive behaviour, and will do so in the following way:

- provide a safe space for the person making the disclosure to talk about the incident
- provide access to medical treatment if required
- listen carefully, respectfully and take seriously what is being disclosed and make a note of what is being said
- ensure that what has been noted is an accurate account of the incident, by seeking the approval of the person making the disclosure
- maintain confidentiality unless there is a risk of further harm being perpetrated by the person who is the subject of the disclosure
- not assume that the person making the disclosure is being over-sensitive or has in some way contributed to the situation
- where appropriate, meet separately and privately with the person being complained about
- take immediate action to prevent any further abusive behaviour, which may result in the person subject of the complaint being removed from the Lambeth Conference
- arrange for the provision of counselling and pastoral care for the person making the disclosure
- offer the possibility of pastoral care to the person complained about
- Where it is apparent that a crime has been committed, the matter will be referred to the Police and/or statutory authority.
- An internal investigation may also be conducted



Terms Used

8. **Discriminatory behaviour** includes harassment of any kind - based on gender, ethnicity, age, sexual orientation, class, disability or otherwise
9. **Harassment** means unwelcome conduct, whether intended or not, in relation to another person where the person feels with good reason in all the circumstances offended, belittled or threatened. Such behaviour may consist of a single incident or several incidents over a period of time. It includes:
 - making unwelcome physical contact with a person
 - making gestures or using language that could reasonably give offence including continual and unwarranted shouting
 - making unjustified or unnecessary comments about a person's capacities, attributes or appearance
 - putting on open display pictures, posters, graffiti or written materials that could reasonably give offence
 - making unwelcome communication with a person in any form (for example, phone calls, email, text messages)
 - stalking a person.
10. **Sexual harassment** is internationally defined as any form of sexual advance that is uninvited, unwanted and unwelcome. These advances come, particularly but not exclusively, in the form of:
 - obscene gestures
 - inappropriate closeness and touching
 - suggestive looks and pressure for dates or activities with sexual overtones
 - verbal or written sexual remarks
 - unwanted "jokes" of a sexual nature
 - physical contact that degrades a person.
11. The person engaging in actions of discriminatory behaviour, harassment or sexual harassment may be male or female. The victim of actions of discriminatory behaviour, harassment or sexual harassment may be male or female.