

## **Terms and Conditions of AWRN Membership**

By signing up for (or continuing with your) membership of the Animal Welfare Research Network (AWRN) you agree to be bound by these terms and conditions.

### **Membership Duration**

Your membership will typically continue for the duration of the AWRN without a need for renewal, unless it is terminated by either party. At any time, you may request that your membership is terminated and that we remove your details from our systems. Members are expected to inform us if they move to a new employer. Their membership will be reviewed at this time as individuals may be excluded if the organisation they represent has associations with animal rights campaigns AND does not demonstrate evidence of engaging with animal welfare science research.

Termination of membership requests and change of employer requests should be submitted by email to [awrn-manager@bristol.ac.uk](mailto:awrn-manager@bristol.ac.uk).

### **Use of the Website**

When using the website, we respect your privacy and the use and protection of your non-public personal information. When submitting information to be published on the AWRN website, you are agreeing to it being made public. Any personal information, either about yourself or your work, which is submitted through the website (including the membership application form) is governed by our Privacy Policy, which can be viewed at:

<https://awrn.co.uk/privacy-terms/>.

### **Code of Conduct**

1. The name of the AWRN must not be used to promote personal and / or organisational views and philosophies or for financial or commercial gain, unless directly permitted to do so by the Network Lead, Network Manager or the Coordinating Group of AWRN.
2. Members must not act in ways that impact negatively on the integrity of the AWRN or bring it into disrepute.
3. Members of AWRN are expected to behave professionally in their interactions with other members of the AWRN, including people of many different backgrounds.
4. Participants in any event (virtual or in-person) hosted or sponsored by the AWRN shall :
  - Treat all event leaders, organisers, participants, attendees, staff, and others with respect and consideration, valuing a diversity of views and opinions.
  - Communicate openly with respect for others, critiquing ideas rather than individuals - e.g., shall avoid personal attacks directed toward other attendees, participants, staff and others.
  - Respect the rules and policies of the meeting/event venue. Event attendees found to be in violation may be asked to leave the event and associated accommodations, without warning or refund and at cost to the attendee, and may face additional consequences as further detailed below.
5. Unacceptable behaviour includes:
  - Harassment, sexist, racist, or exclusionary comments or jokes. Harassment includes sustained disruption of talks or other events, inappropriate physical

contact, sexual attention or innuendo which may be in person or via direct message (phone or online), deliberate intimidation, stalking, and photography or recording of an individual without consent.

- Verbal abuse and disrespectful depictions of others, including offensive or belittling comments related to gender, sexual orientation, gender identity, disability, age, physical appearance, ethnicity, level of education, socio-economic background or religion.
  - Sexual language and imagery are not appropriate (except where explicitly relevant to animal welfare science; e.g., animal reproductive behaviour).
6. When someone is asked to stop any unacceptable behaviour that makes others uncomfortable, they are expected to comply immediately.

### Settings to which the Code of Conduct Applies

The AWRN Code of Conduct should be followed in settings which include, but are not limited to:

- Both online and in-person events affiliated with or sponsored by AWRN, including conferences, meetings, workshops, discussion panels and other events;
- Informal spaces including transport, accommodation and social activities with AWRN members surrounding these events;
- Interactions with other AWRN members as part of any AWRN funding or scheme.
- Informal and professional social networking sites and online platforms affiliated with the AWRN.

### Reporting

Incidents of members not adhering to the Code of Conduct should be reported to the Network Manager or Assistant Network Manager ([awrn-manager@bristol.ac.uk](mailto:awrn-manager@bristol.ac.uk)), Network Lead or EDI Officer in the first instance (see important contacts on [AWRN Policies](#)). Details of the Complaints Procedure, ([AWRN Policies](#)).

Commented [RB1]: Need to be aware that this will change every 6 years.

### Consequences

AWRN reserves the right to terminate any member's membership if they are unable to meet the expectations in the Code of Conduct. A full list of the sanctions that may be taken if the Code of Conduct is broken can be found in AWRN Complaints Procedure ([AWRN Policies](#)).

If you have any questions regarding these terms of membership, please contact the Network Manager and Assistant Network Manager on [awrn-manager@bristol.ac.uk](mailto:awrn-manager@bristol.ac.uk).

Reviewed and updated April 2026