

Code of Behavior
Heavy Metal and Global Premodernity Conference 2022

The Code of Behavior is to be adhered to at all times- chat, social hours, panels and roundtables.

Our Code of Behavior is aimed at creating a safe, considerate culture within this academic conference that values each member as equal and their voice as important.

We are aware that though we are all Metallers and want to think we are equal, hidden power dynamics exist in this conference. Some people here are established professors, others in bands, for others this is their first academic endeavor, and the standard structural inequalities in culture (of race, gender, sexuality and disability) are also in play.

We ask that you be aware of your own power in discussions and give extra space to those whose voices are traditionally marginalized in academic spaces.

We accept no racism, sexism, homophobia or transphobia.

- These subjects will come up in discussions and we have many people here for whom English is a second language, therefore we may use the wrong words by accident – it is the job of every participant to think carefully about how they phrase their comments and to take correction with grace (i.e. apologize if injury is caused).
- If injury is caused deliberately, we the hosts reserve the right to ask participants to leave.

We accept no bullying or bullish behavior at this conference.

- Keep discussions civil, and where they are personal give more space to listening than critique.

We accept no harassment of any kind, particularly sexual harassment.

- Please report anything that makes you feel uncomfortable to Jeremy or Charlotte. No matter how small. We stand with victims of abuse and aim to create a space where their safety is a priority.
- We ask you to watch out for one another. Victims often worry about reporting or feel they are making a fuss, so if you see something being aimed at another participant that worries you please report it and we will check in on them. Reporting will be kept confidential.

Aim to be kind and generous in discussions, sharing knowledge and resources, and helping build a collaborative environment.

In essence *'Don't be that guy at the gig'*. You know the one. Don't be that guy.

If anyone breaks this code at any time, please report it to the hosts – Charlotte and Jeremy – rather than having a fight. This includes in social hours.