

# THE RMA CODE OF CONDUCT

All members are expected to act in accordance with the principles outlined in this document.

The code is based on seven key principles outlined below:

## 1. RESPONSIBILITY & ACCOUNTABILITY

All members should be aware of their ethical, legal and professional responsibilities with respect to the communities in which they work and also to the Royal Musical Association.. All individuals should avoid personal and professional misconduct that might bring the association or the reputation of the profession into disrepute.

- The RMA and its members will strive to advance public knowledge and understanding of Music in all its diverse manifestations and to counter false or misleading statements which are detrimental to the wider community.
- They will encourage and support fellow members in their professional development, and will actively engage with and support new entrants to our academic community.
- Members must not speak in the name of the RMA without the authorisation of the President in consultation with the External Affairs Committee.

## 2. INTEGRITY & HONESTY

All members should be:

- Honest and accurate in representing their professional affiliations and qualifications, while taking reasonable steps to ensure that these are not misrepresented by others.
- Honest and accurate in conveying research findings and professional conclusions, in line with the principles set out in the UK Research Integrity Office Code of Practice for Research (<https://ukrio.org/publications/code-of-practice-for-research/>).

They should not use their RMA membership to convey to others any level of expertise, competency or professional standards.

## 3. RESPECT AND FAIRNESS

The RMA is committed to maintaining and promoting a professional environment within which its members treat each other and members of the public with dignity and respect. Members will not discriminate against, bully or harass any other person on the

basis of cultural and role difference, including those involving age, disability, education, ethnicity, gender, language, marital or family status, national origin, political beliefs, race, religion, sexual orientation and socio-economic status. They will equally respect the diversity of musical practices and cultural discourse that characterises music research and study in today's world.

The RMA recognises as *bullying* any behaviour considered as offensive, intimidating, malicious or insulting, resulting from a misuse of power or status that undermines, humiliates, denigrates or causes injury to the recipient.

*Harrassment* involves any unwelcome verbal or physical behaviour, including sexual advances, when the unwanted conduct violates another person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for that person.

Both categories include communication through electronic media of all kinds.

The attached Conference Code of Conduct (agreed with the British Forum for Ethnomusicology) sets out in more detail the expectations for delegates at the RMA's flagship conferences, Study Days, Research Skills training days, and RMA-supported events of all kinds.

#### 4. PRIVACY AND CONFIDENTIALITY

All members will respect individual and collective rights to privacy and maintain confidentiality in compliance with UK and International law and regulations. They will follow best academic practice in all communications and documentation regarding submissions to RMA publications, conferences, and award or grant procedures.

#### 5. AVOIDANCE OF PERSONAL GAIN

Members should neither offer nor accept bribes or inducements, either on a personal basis or on behalf of the RMA.

#### 6. CONFLICT OF INTEREST

All members should declare any competing professional or personal interests that may be pertinent to their activities within RMA and RMA-supported events and research groups. Should any conflict of interest arise, the individual must inform the Executive Officer and take all reasonable steps to mitigate its effects (by, for example, withdrawing from the activity or discussion as appropriate).

#### 7. COLLEGIALITY

Collaboration with external learned societies and organisations is strongly encouraged, in order to develop the transfer and sharing of knowledge and to help disseminate

learning and good practice. If members put in place barriers or are obstructive to such collaboration, or act in a way that brings the RMA into disrepute through these collaborations, they may be in breach of this code.

*Any member of the RMA who is considered to have violated this code, or against whom a complaint is made by another person, will be subject to investigation in accordance with the Rules of the RMA and its General Complaints Procedure.*

The model of the Code of Conduct of the British International Studies Association (BISA) is gratefully acknowledged. It has been adapted; any shortcomings in the present document are entirely the responsibility of the Royal Musical Association.

## **APPENDIX: British Forum for Ethnomusicology and Royal Musical Association Conference Code of Conduct**

The BFE/RMA are committed to delivering harassment-free conferences for everyone, regardless of sex, gender identity and expression, sexual orientation, disability, physical appearance, race, age, disciplinary affiliation, or religion or belief. We do not tolerate harassment of conference participants in any form. Conference participants violating these rules may be sanctioned or expelled from the conference at the discretion of conference organisers, and in accordance with the relevant policies of the host institution (with additional consequences for BFE/RMA membership at the discretion of the BFE Committee or RMA Council).

Harassment includes offensive verbal comments related to sex, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, disciplinary affiliation, or religion or belief. It also includes intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.

Note that what is said online (for example on social media and blogs) is just as real as what is said and done in person at the conference. Note also that we expect participants to follow these rules at all conference venues and conference-related social events.

Participants asked to stop any harassing behaviour are expected to comply immediately.

If a participant engages in harassing behaviour, conference organisers may take any action they deem appropriate, including warning the offender or asking them to leave.

If you are being harassed, notice that someone else is being harassed, or have other concerns, please contact a conference organiser or a designated assistant, who will be happy to contact university/college security or police, to arrange for an escort, or otherwise help participants feel safe for the duration of the event.