



External Speaker Code of Conduct

Introduction

1. This Code of Conduct exists to ensure that all speakers taking part in a UAL hosted or run event or activity, on campus, online or elsewhere, act in accordance with the University's External Speaker Policy. It applies to all staff, students, governors, Students' Union and visiting speakers and all UAL premises.

Freedom of speech

2. Freedom of speech is fundamental to this University. The Education Act (No 2) 1986 requires the University to take such steps as are reasonably practicable to ensure that freedom of speech within the law is secured for its employees, students and visiting speakers. It is therefore required that all employees and students of the University tolerate and protect the expression of opinions within the law whether or not these opinions are repugnant to them; this obligation is set out in the University's Freedom of Speech Code of Practice.
3. However, whilst the law promotes and protects freedom of speech, it also places limits on those freedoms in order to maintain public order and safety and to ensure that there is no breach of the law.
4. The University recognises that in this context a conflict exists between the laws which promote freedom of speech and those which restrict it and consequently acknowledges that it has a legal responsibility to create a balance between minimising the possibility that extremism or unlawful conduct will arise on campus and ensuring that it meets its legal obligations in relation to securing freedom of speech.

Legal Context

5. Universities operate in a complex legal environment and so it is vital that all individuals involved in the external speaker process, including the speakers themselves, understand the legal framework and context that governs this area. Examples of some of the relevant areas of law are:
 - Human 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. Health and safety law, data protection and contract law may also be relevant in this context.

- 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 are captured under public law.

Conduct

6. The University expects external speakers to act in accordance with the law and not to breach the lawful rights of others.
7. Set out below are some examples of the University's expectations. Please note that this is not intended to be 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 allow an event and/or to halt an event at any time if it reasonably considers there may be a breach of the External Speaker Policy or of any legal obligation.
8. During the course of the event at which the speaker participates, **no speaker shall:**
 - Act in breach of the criminal law.
 - Incite hatred or violence or any breach of the criminal law.
 - Encourage or promote any acts of terrorism or promote individuals, groups or organisations that support terrorism.
 - Spread hatred and intolerance.
 - Discriminate against or harass any person or group on the grounds of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation, as protected under the Equality Act 2010.
 - Defame any person or organisation.
 - Raise or gather funds for any external organisation or cause without express permission of the University.
9. During the course of the event at which the speaker 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.