**Code of Contact**

The Applied Quantum Technologies (AQT) CDT is committed to creating a respectful and inclusive culture throughout all CDT activities. The Code of Conduct applies to AQT CDT students, incorporated and aligned students, management board members, supervisors and professional services staff involved with CDT activities (collectively, CDT Members). In addition, by choosing to attend a CDT event – including our training sessions, workshops, webinars, and conferences – participants are agreeing to adhere to the CDT Code of Conduct.

The CDT is committed to making its activities productive and enjoyable for everyone. Creating a supportive professional environment where open and frank discussion of ideas can take place, where everyone is treated with courtesy and respect, and in which diversity and inclusion are valued, is the responsibility of all those involved. We will not tolerate harassment of CDT members or others involved in the CDT in any form. For the entire duration of a CDT activity and in other professional interactions with colleagues you agree to follow these guidelines:

**1. Promote mutual respect**

CDT members and event participants are expected to always demonstrate inclusive and respectful behaviour and in turn have the right to expect a harassment-free experience, regardless of gender identity, age, sex, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion (or lack thereof), or political beliefs.

For the avoidance of doubt, examples of harassment include but are not limited to:

* insulting or derogatory comments
* the use of offensive or inappropriate language or images
* deliberate intimidation or following, including harassing photography or recording
* sustained disruption of contributions from other participants
* inappropriate physical contact or unwelcome sexual attention or advances
* microaggressions (e.g., subtle comments or behaviours that undermine someone based on their perceived identity)
* cyberbullying or inappropriate behaviour in virtual settings (e.g., disruptive messages in chats)

**2. Champion personal development – your own and others’**

The CDT aims to support the learning and development of all members of our community, regardless of their career stage, discipline, or employment sector.

Members and attendees of events are expected to uphold an ethos of supporting development at all times, showing empathy to other community members, and being constructive and supportive during scientific discussions and feedback.

**3. Be an ally**

All CDT members share responsibility for creating an open and welcoming environment – it should not solely be the responsibility of those who experience unwanted behaviour to report it.

If you observe someone displaying inappropriate behaviour during a CDT event, be an ally and act. This could be done by respectfully challenging the behaviour directly yourself if it is safe to do so, supporting the person affected to challenge the behaviour or to report the incident to an event organiser, or by reporting the incident to an organiser yourself.

**Who to contact if you see or experience unacceptable behaviour**

If you see or experience any behaviour that you feel is in breach of the CDT Code of Conduct, please immediately approach an event organiser or contact enquiries@aqt.ac.uk.

All reports will be taken seriously, treated in confidence, and investigated fairly and impartially by the CDT Director and ED&I Lead. Where action is taken, this will be done in a way that does not put the person who experienced or who reported the behaviour at risk.

**Enforcement**

This Code of Conduct will be enforced throughout all CDT events (in-person, online and hybrid), and any delegate deemed to have violated it may be removed at the discretion of the event organisers.