



Code of Conduct for BMA2026: The 9th International Meeting on Bone Marrow Adiposity

1. Purpose

The 9th International Meeting on Bone Marrow Adiposity (BMA2026) exists to advance research and clinical practice through open scientific exchange. We are committed to an environment where all participants can contribute **free from harassment, discrimination, and intimidation**.

Participation in BMA2026 is conditional on adherence to this Code of Conduct.

2. Scope

This Code applies to **all participants** (attendees, speakers, chairs, poster presenters, sponsors/exhibitors, organisers, volunteers, and contractors) and to **all conference-related spaces and communications**, including:

- In-person and online sessions, poster halls, Q&A, workshops, and networking
- Social events associated with the meeting
- Online platforms (chat, Q&A, direct messages, virtual posters)
- Conference-related communications, including when representing the meeting on social media

3. Expected standards of behaviour

Participants are expected to:

- Behave **professionally and respectfully** toward others at all times
- Foster a culture of **constructive scientific dialogue** (challenge ideas, not individuals)
- Respect differences across discipline, role, identity, and career stage
- Be mindful of **power dynamics** and avoid pressuring others into unwanted interactions
- Follow instructions from session chairs/moderators and venue/platform staff, including health and safety requirements
- Respect accessibility needs (e.g., allow others to speak; use microphones when requested; avoid talking over others)

4. Unacceptable behaviour

Unacceptable behaviour includes, but is not limited to:

- **Harassment** (verbal, written, visual, or physical), including sexual harassment or unwelcome sexual attention
- **Discrimination** or derogatory comments relating to protected characteristics (including those covered by the UK Equality Act 2010: age, disability, gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion/belief, sex, sexual orientation)
- Bullying, intimidation, stalking, threats, or deliberate interference with participation
- Sustained disruption of talks, Q&A, poster sessions, or online discussions
- Unwanted physical contact or persistent unwelcome advances
- Retaliation against anyone who reports a concern in good faith or participates in an investigation

5. Photography and sharing of research (BMA2026 policy)

BMA2026 recognises that presenters may share **confidential or unpublished** findings.

- **Photography is permitted unless the presenter indicates otherwise.**
- If a presenter requests that content is **not photographed and/or not shared**, all participants must comply.
- If you are asked to **stop photographing** or to **delete an image**, you must do so immediately.
- When a “no sharing” request is made, do not post images or details of that research to social media, websites, messaging apps, or other distribution channels.

This policy applies to in-person slides/posters and online materials (including screenshots).

6. Online participation and communications

The same standards apply online as in person. In particular:

- Keep chat/Q&A professional and respectful
- Do not direct-message others in a way that is harassing, pressuring, or unwelcome
- Do not screenshot/record/share confidential research when a presenter has requested “no photography” and/or “no sharing”

7. Reporting concerns / getting help

We encourage prompt reporting of any behaviour that may breach this Code—whether you are directly affected or a witness.

If there is immediate danger or a medical emergency: call **999** (UK), then alert venue staff and/or organisers as soon as it is safe.

For non-emergencies: contact a BMA2026 **Conduct Officer** (members of the Local Organising Committee):

- Dr William Cawthorn (BMA2026@uoe.onmicrosoft.com)
- Dr Tania Amorim (TAMORIM@pitt.edu)
- Dr Souad Daamouch (sdaamouch@health.sdu.dk)
- Dr Beatriz Gámez (beatriz.gamezmolina@nds.ox.ac.uk)
- Dr Karla Suchacki (karla.suchacki@sruc.ac.uk)
- Dr Natalia Zapata (natalia.zapata-linares@universite-paris-saclay.fr)

Reports can be made in person during the meeting, or via the organisers using the meeting's official contact routes (e.g., registration desk/online host). Anonymous reports may be considered but may limit the ability to investigate or respond.

No retaliation: retaliation against anyone who reports concerns in good faith (or assists with an investigation) is itself a serious breach of this Code.

8. Response and enforcement

The organising team will take reports seriously and will respond in a timely, proportionate manner. Actions may include:

- Speaking with the parties involved and clarifying expectations
- Issuing a warning or requiring immediate behavioural change
- Removing a participant from a session/event or online platform features
- Cancelling a talk/poster or revoking exhibitor privileges
- **Expulsion from the meeting without refund**
- Where appropriate, contacting the venue/security, an employer/institution, or relevant authorities

The organisers will handle information sensitively and share details only on a need-to-know basis to address the concern and protect participants.

9. Acknowledgement

Thank you for helping to make BMA2026 a welcoming meeting that supports excellent science and respectful professional interaction.
