



Code of Practice on Free Speech

Document Type	Code of Practice
Document owner	Head of Legal and Compliance



within the law, including the right to seek, receive and impart information and ideas as long as their actions comply with LSHTM policies and relevant UK laws.

5. Staff, students and visitors also have the right to work and study unhindered by hostility, harassment or intimidation. As part of LSHTM's Values, no form of harassment or bullying will be tolerated within the School community, including that relating to religion or similar belief and political or other protected characteristic.
6. The expression of free speech can lead to conflicts among different groups with different beliefs. The School will need to balance its duty to ensure freedom of expression with its duties to ensure freedom from hostility, harassment and intimidation; the security and safety of students, staff and visitors; and compliance with the law. While it is committed to creating and maintaining an environment of freedom of expression, the School acknowledges that the right to free speech cannot be open-ended or absolute. Restrictions to freedom of speech may be in place, for instance, when they create a conflict with equality law and protected characteristics, the public sector equality and Prevent duties and harassment and discrimination law.
7. Rights to freedom from harassment and intimidation are set out in the School's Dignity at Work and Study policy, which should be read in conjunction with this Code of Practice. The School's Dignity at Work and Study policy includes procedures for staff, students and visitors to report alleged harassment, threat or intimidation and to have their concerns investigated, including, where necessary, with reference to the Police.

Range and application

8. This Code applies to all meetings and events (including lectures, seminars, committee meetings and musical or other performances) on any premises wherever situated, of which the School has title or possession, by any means, or virtual spaces managed or otherwise controlled by the School.
9. The Code also applies to any activities in which students, staff, visitors and other members of the School engage, anywhere on the School's premises as defined above. This Code will also apply to School's contractors, suppliers and collaborators in their activities conducted for LSHTM's benefit. When relevant, its observance will be included as a contractual term in agreements with external parties.
10. Activities covered in 8 & 9 above will be described in the remainder of this document as "events".
11. When acting outside of the remit of their roles within LSHTM, staff and students are expected to represent LSHTM's values and comply with LSHTM policies and relevant laws when exercising their freedom of speech. The [Social Media Policy for Employees](#), the Staff Discipline and Performance Policies and the Student Disciplinary Policy may be helpful documents in understanding the scope of this section 11.



Responsibilities of the School

12. The School authorities and event organisers are responsible for upholding and maintaining the principles set out in the introduction of this Code.
13. The Chief Operating Officer will prescribe procedures to ensure events conform to the terms set out in this Code. They may consult any other officer of the School on the design and implementation of these procedures whenever s/he considers it appropriate to do so.
14. The Chief Operating Officer, or their nominee, will be responsible for the management of an event that is considered to pose a significant security and/or safety risk to any person, building or facility at the School. They may also seek the advice of and liaise with the Police or other relevant authorities. In special circumstances consisting of a security risk being identified, measures such as the hiring of professional security staff and advising event organisers that the event should be ticketed may be required. In these cases, any derived costs will be the responsibility of the event



- a) where the bounds of lawful free speech are exceeded or thought likely to be exceeded through acts such as incitement to commit crimes or breach of the peace;
- b) where physical harm to persons, damage to School property or a breach of the peace is taking place;
- c) where the frequency of bookings made by an individual or organisation seems calculated to inhibit access of others to the School's facilities;
- d)

- f) Be present at the event, or designate a delegate who will be present at the event, whether on site or virtually depending on the nature of the event.

Responsibilities of Members of the School, Event Organisers and Others Admitted to the School's Premises including Virtual Spaces

- 21. All students and employees of the School, including its honorary and visiting staff, and all persons authorised to be present on School premises and in virtual spaces, including visiting speakers, must:
 - a) comply with this Code and any prescribed procedures or measures which the School puts in place for the organisation, publicity and management of an event;
 - b) take steps consistent with their personal safety to ensure that the principle of freedom of speech within the law is upheld in the School;
 - c) refrain from taking articles or objects in to meetings or elsewhere in circumstances where this might lead to injury or damage;
 - d) observe good order at any event which they attend. Good order will include the speaker(s) being heard clearly and being able to access and leave an event safely;
 - e) comply with conditions imposed by the School as provided for in paragraph 15 of this Code;



stewards or security. If this is not possible for any reason, then the Chair is required to end the meeting immediately and to alert School security.

23. If any person is dissatisfied with the School authorities' exercise of their responsibilities as set out in this Code, they may appeal in writing to the Director.

Sanctions

24. The School will refuse or withdraw permission for an event to take place, or will close it once it has begun, if the organisers of it fail to comply with their responsibilities as set out in this Code or if the School reasonably considers that there is a risk of unlawful acts taking place.
25. The School will consider taking appropriate action against any member of staff (including Honorary or Emeritus), student or member of the School community who infringes, breaches or departs from these procedures in whatever respect or commits an unlawful act including without limitation disciplinary proceedings as laid down by the School.
26. Action by anyone who is not a member of the School, including a visitor or visiting speaker which breaches, infringes or departs from this Code in whatever respect may result in the withdrawal of their permission to be on School premises, action for trespass or their future exclusion from the School.
27. The School reserves the right to assist the prosecuting authorities who implement the processes of law and, if charges are proffered, to stay its disciplinary processes pending the outcome of any such proceedings.

Operation and Interpretation of the Code

28. The Executive Team will be responsible for policy issues connected with the interpretation of this Code and will consider matters relevant to this Code as circumstances require.
29. The Director, or their nominee, will be responsible for appeals made under section 23 of the Code.
30. The Chief Operating Officer is appointed by the Director to be responsible for the day-to-day operation of the Code.
31. In the event of disciplinary proceedings, interpretation of the Code will be a matter for the relevant disciplinary body or member of staff authorised to adjudicate on the case in question.
32. The Chief Operating Officer, or their nominee, will normally be present at any event or meeting at which there is considered to be a risk of disruption. They will normally act as the School's main point of contact for the Police.