



An Industry Commitment to **PROFESSIONAL BEHAVIOUR IN BOOKSELLING AND PUBLISHING**

STATEMENT

We expect and demand high standards of professional, respectful behaviour from everyone we encounter in the course of our work including colleagues and customers.

As booksellers we will not tolerate abuse of power, bullying behaviour or sexual harassment, in the bookshop or at professional meetings.

As booksellers we support industry-wide commitment to prevent such abuse, and where it occurs, to take action.

We will create a work environment free from discrimination, harassment and intimidation.

OUR COMMITMENT

1. We share a united vision of professionalism for the bookselling and publishing industry
2. Professional behaviour never allows for abuse of power. Where we see abuse of power, we will address it
3. We will recognize our power where we possess it and use it responsibly
4. We will support one another and take action by:
 - Listening
 - Speaking Up
 - Bearing Witness
 - Acting
 - Being Allies
5. We support diversity and inclusion in all its forms and will not tolerate discrimination on the basis of any of the nine protected characteristics: age, disability, gender assignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation
6. Examples of inappropriate conduct include, but are not limited to, the following:
 - Making unwanted non-verbal contact, including sexually suggestive gestures and staring
 - Making unwelcome sexual advances, propositions or pressure for sexual activity including offensive suggestive remarks, innuendoes or lewd comments
 - Making dismissive or actively hostile remarks about another person's gender identity, religious beliefs or sexual orientation
 - Making assumptions about lifestyle or interests because of someone's age or ethnicity
 - Speaking to a disabled person's colleagues rather than the disabled person
 - 'Outing' somebody by revealing their sexual or gender identity

This document has been produced by the Booksellers Association and is based on the industry commitment to conduct on professional behaviour, an industry-wide project consisting of publishers, authors, agents and booksellers.

If you have been affected by any of these issues, you can, as a BA Member, call the Retail Trust Helpline on 0808 801 0808 (Republic of Ireland 1 800 911 810) or find free support material at www.retailtrust.org.uk/hub