

Meeting rules

The Modern Slavery and Human Rights Policy and Evidence Centre (Modern Slavery PEC) uses the following set of meeting rules at all events and larger meetings that we organise. They are designed to ensure a safe and productive space for all participants, including for people with lived experience of modern slavery.

Please be aware that there may be people in attendance at our events and meetings who have lived experience of modern slavery. There is no requirement to disclose any experiences during our events or meetings, but please be mindful that statements might be made which disclose personal narratives of modern slavery.

We ask that all attendees:

- 1) Are sensitive and respectful, listening to all points of view made in discussion and responding to these and any disclosures respectfully.
- 2) Do not ask any participants for details of their experience of modern slavery. Disclosure is not necessary to participate in any of the Modern Slavery PEC's work.
- 3) Please be mindful when using terminology referencing people with lived experience of modern slavery and respect individuals' wishes in the use of terminology to describe lived experience. At the Modern Slavery PEC, we tend to use the terms "people with lived experience" and "survivors". We try to avoid using "they" as a collective noun as this 'others' individuals' experiences. We also avoid using the term "victim" as it tends to deny agency to people who have experienced modern slavery.

We [use the term 'modern slavery' as an umbrella term](#) covering a range of different offences and types of severe exploitation. However, we make no assumption that this definition should be accepted uncritically or should be adopted by others.

- 4) Respect individuals' right to anonymity. Some attendees might feel more comfortable keeping their camera off and using an anonymous screen name. Please ensure that these individuals are still included as part of conversations.
- 5) Ensure they take breaks and protect their own mental health. Discussions of modern slavery can include upsetting and distressing topics. All attendees at meetings have the right to remove themselves, either temporarily or permanently should they need to.

To protect people in our events and meetings, and make sure we provide a platform for respectful and open conversations, anyone who violates any of the above rules may be removed from the meeting without notice and may be banned from attending subsequent meetings.

If you have a query or concern while attending or following a Modern Slavery PEC meeting, please see the Modern Slavery PEC's Safeguarding Policy, [available on our website](#).

For online events that **are not** being recorded, we ask that participants do not take pictures, screenshots or recordings. However, as we cannot control this, if you have concerns about your image being taken, we recommend keeping your camera off and using a pseudonym for your meeting ID. For online events that **are** being recorded, we recommend participants do the same if you have any concerns about being identified or having your image taken. To do this please refer to the following instructions: [Teams/Zoom](#)