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Ultimately, if the answer to any of the questions is YES:

It is the responsibility of the event organiser to submit a referral to the

However, whilst the law promotes and protects freedom of speech, it also places limits on those freedoms in order to maintain public order and safety and to ensure that there is no breach of the law. The University recognises that in this context a conflict exists between the laws which promote freedom of speech and those which restrict it and consequently acknowledges that it has a legal responsibility to create a balance between the two, minimising the possibility that extremism or unlawful conduct will arise on campus and ensuring that it meets its legal obligations in relation to securing freedom of speech.

## Legal Context

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Universities operate in a complex legal environment and so it is vital that all individuals involved in the external speaker process, including the speakers themselves, understand the legal framework and how it governs this area. Examples of some of the relevant areas of law include:

- ✘ Private Rights: People are entitled to protection from harassment, defamation, and unlawful breaches of their human rights.

## Segregation

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Universities have duties under the Equality Act 2010 as education providers, employers, and service providers; thus, they must not unlawfully discriminate against students, employees, and other individuals to whom services are provided. Segregation by sex is not permitted in any academic meetings or at events, including meetings provided for students, or at events attended by members of the public or employees of the University or the Students' Union. Segregation is therefore not permissible for any event covered by the External Speaker Policy and this Code of Conduct. The only exception to this is events that are for the purpose of collective religious worship.

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#### 4. Proposed External Speaker(s)

Please provide details, including links to biographical information; and clearly explain your concerns, including if you believe that any of your proposed speaker(s) have previously been prevented from taking part in an event at the University of Lincoln or an event/activity at another University or similar establishment. (Please add attachments with details where available)

When complete, please save and submit as an email attachment Uo F Y U F S O B M T Q F B L F S ! M J O D P