



British Orthopaedic  
Association

## BOA Statement of Expectations

### Eliminating Sexual Misconduct in the Workplace

The British Orthopaedic Association (BOA) is committed to the welfare of its members and the wider T&O and NHS community.

Everyone should have a basic right to work in a safe & respectful environment without fear and we all have a responsibility to make this happen.

The BOA expects our members and colleagues within T&O to

- **Demonstrate** behaviours that create a work environment where staff feel safe and respected
- **Speak up** for the safety of your colleagues and your patients
- **Call out** inappropriate behaviours in a respectful, direct and honest way
- **Create** a safe space where colleagues feel able to discuss issues and if necessary report them
- **Understand** the impact those in positions of power can have (perceived or real) on individuals
- **Listen** if someone relays an issue to you
- **Support a colleague** and help them identify the best action to take or who to contact
- **Challenge** the status quo if action is not being taken
- **Check in** on your colleagues to make sure they are ok
- **Keep** records of conversations to protect yourself and others and to promote change
- **Know** who your Freedom to Speak up Guardian is and how to contact them

We understand that tackling these issues can be hard and will require some uncomfortable conversations but we strongly believe that the culture has to change and it starts with all of us.

If you want to reach out to us contact us at [info@boa.ac.uk](mailto:info@boa.ac.uk)

Support resources can be found on the BOA website ([www.boa.ac.uk/code-of-conduct](http://www.boa.ac.uk/code-of-conduct)).