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| **Cod Ymddygiad a Chysylltiadau Hygyrchedd** | **Code of Conduct and Accessibility Links** |
| Ein bwriad ar gyfer y gynhadledd yw creu amgylchedd proffesiynol, cynhwysol, hygyrch, diogel, a pharchus ar gyfer pawb sy’n mynychu, beth bynnag eu hunaniaeth neu gefndir. Mae dangos parch tuag at eraill yn hanfodol yn ystod trafodaethau academaidd, a chymdeithasu anffurfiol – fe fydd pawb yn cael eu trin yn gydradd, gan gynnwys trefnwyr, mynychwyr, a staff. Os oes gennych unrhyw beth i godi ynglŷn ag ymddygiad mynychwyr eraill ynghlwm i’r gynhadledd, neu faterion hygyrchedd ehangach, cysylltwch efo [h.williams@cymru.ac.uk](mailto:h.williams@cymru.ac.uk) neu [rhys.kaminski-jones@cymru.ac.uk](mailto:rhys.kaminski-jones@cymru.ac.uk). Gellir cysylltu cyn, ar ôl, neu yn ystod y gynhadledd.  Mae’n ddyletswydd ar bawb sy’n mynychu i ddilyn y cod ymddygiad – ac os bydd unrhyw ymddygiad amhriodol yn digwydd yn ystod y gynhadledd, gofynnir i chi geisio atal yr ymddygiad hwnnw ar unwaith. Mae’r pwyllgor llywio yn cadw’r hawl i ddiarddel rhai nad ydynt yn ymrwymo i ganllawiau ymddygiad y gynhadledd.  Mae’n ddisgwyliedig erbyn hyn bod cynulleidfaoedd academaidd yn postio ar y cyfryngau cymdeithasol, neu'n tynnu lluniau ar eu cyfer. Os nad ydych yn dymuno gweld manylion o’ch papurau, neu luniau ohonoch chi neu’ch sleidiau, ar y cyfryngau cymdeithasol, rhowch wybod i gadeirydd eich sesiwn, ac i’r gynulleidfa os oes angen. Serch hynny, disgwylir i bawb ddangos parch tuag at ddymuniadau mynychwyr eraill – os oes unrhyw amheuaeth yn codi, gofynnwch a oes gennych ganiatâd i dynnu lluniau a.y.y.b. Ni chaniateir llên-ladrad, neu unrhyw ddefnydd amhriodol arall o waith ein mynychwyr.  Mae’r pwyllgor llywio yn ystyried unrhyw achos o fwlio, aflonyddu, neu gamymddwyn rhywiol yn fater difrifol iawn.  Diffiniwyd bwlio (yn ôl Prifysgol Cymru Y Drindod Dewi Sant) fel “ymddygiad digroeso… gyda’r bwriad o frifo rhywun naill ai’n emosiynol neu’n gorfforol… Fel arfer mae bwlio’n cynnwys anghydbwysedd grym”. Fe all gynnwys (ymysg pethau eraill) y canlynol: bwlio corfforol, bwlio rhywioledig, bwlio cymdeithasol ac emosiynol, bwlio geiriol, seibrfwlio.  Diffiniwyd aflonyddu (yn ôl Prifysgol Cymru Y Drindod Dewi Sant) fel “ymddygiad sy’n achosi pryder, gofid neu drallod”. Gall aflonyddu gael ei dargedu tuag at nodweddion penodol person. Mae’r nodweddion sy’n cael eu diogelu’n gyfreithiol yn cynnwys cyfeiriadedd rhywiol, rhyw, oed, anabledd, ailbennu rhywedd, crefydd neu gred, a hil (gan gynnwys lliw, cenedligrwydd, a tharddiad ethnig neu genedlaethol).  Diffiniwyd camymddwyn rhywiol (yn ôl Prifysgol Cymru Y Drindod Dewi Sant) fel “unrhyw fath o weithgaredd rhywiol digroeso”. Mae’n cynnwys pob math o drais rhywiol, gan gynnwys cyffwrdd rhywiol heb ganiatâd, aflonyddu rhywiol, sylwadau sarhaus neu ddiraddiol o natur rywiol, ac amrywiaeth o ymddygiadau eraill. | Our intention for the conference is to create a professional, inclusive, accessible, safe, and respectful environment for all attendees, regardless of their identity or background. Showing respect for others is essential during academic discussions, and informal socializing – everyone will be treated equally, including organisers, attendees, and staff. If you have anything to raise about the behaviour of other attendees involved in the conference, or wider accessibility issues, please contact [h.williams@cymru.ac.uk](mailto:h.williams@cymru.ac.uk) or [rhys.kaminski-jones@cymru.ac.uk](mailto:rhys.kaminski-jones@cymru.ac.uk). Contact can be made before, after, or during the conference.  It is the duty of everyone attending to follow the code of conduct – and if any inappropriate behaviour is raised during the conference, we request that you try to stop that behaviour immediately. The steering committee reserves the right to expel those who do not commit to the conference's conduct guidelines.  It is now expected that academic audiences will post on social media, or take photos for that purpose. If you do not wish to see details of your papers, or pictures of yourself or your slides, on social media, please let the chair of your session, and the audience if necessary. Nevertheless, everyone is expected to show respect for the wishes of other attendees – if there is any uncertainty, ask if you have permission to take pictures etc. Plagiarism, or any other inappropriate use of the work of our attendees is not permitted.  The steering committee considers any case of bullying, harassment , or sexual misconduct to be a very serious matter.  Bullying (according to the University of Wales Trinity Saint David) has been defined as "unwelcome behaviour... with intent to hurt someone either emotionally or physically... Bullying usually involves an imbalance of power". It may include (among other things) the following: physical bullying, sexualised bullying, social and emotional bullying, verbal bullying, cyberbullying.  Harassment has been defined (according to the University of Wales Trinity Saint David) as "behaviour that causes anxiety, distress or distress". Harassment can be targeted towards a person's specific characteristics. Characteristics that are legally protected include sexual orientation, gender, age, disability, gender reassignment, religion or belief, and race (including colour, nationality, and ethnic or national origin).  Sexual misconduct (according to the University of Wales Trinity Saint David) has been defined as "any form of unwelcome sexual activity". It includes all forms of sexual violence, including sexual touching without consent, sexual harassment, offensive or degrading comments of a sexual nature, and a variety of other behaviours. |