



EQUALITY AND DIVERSITY POLICY

The Institute is committed to eliminating discrimination and encouraging diversity amongst those working in biomedical science. Our aim is that our members will be truly representative of all sections of society and each member feels respected and able to give of their best.

To that end the purpose of this policy is to provide equality and fairness for all and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. We oppose all forms of unlawful and unfair discrimination.

All members will be treated fairly and with respect. Selection for membership or any other benefit will be on the basis of aptitude and ability. All members will be helped and encouraged to develop their full potential.

Our commitment:

- To create an environment in which individual differences and the contributions of all our members are recognised and valued
- Every member is entitled to a service that promotes dignity and respect to all
- No form of intimidation, bullying or harassment will be tolerated
- Training, development and progression opportunities are available to all members
- Equality is good management practice and makes sound business sense
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings
- This policy is fully supported by the Institutes Council and senior management
- The policy will be monitored and reviewed annually