



Support • Progress • Promote

# EQUITY, DIVERSITY AND INCLUSION POLICY

# Equity, Diversity and Inclusion Policy

## Purpose

The Institute of Biomedical Science (IBMS) is committed to eliminating discrimination and supporting diversity and inclusion amongst those working in biomedical science. IBMS aspires to be a champion of equity, diversity and inclusion. We see a diverse membership as a source of strength to help develop our services and products, and to best serve and represent all our members. We are fully committed to eliminating unlawful and unfair discrimination and will not tolerate discrimination, harassment, bullying or victimisation of IBMS members.

The purpose of this policy is to ensure equality and inclusion for all IBMS members and not to discriminate on grounds of gender, gender reassignment, pregnancy or maternity, marriage or civil partnership, race, ethnic origin, colour, nationality, national origin, disability, religion or belief, sexual orientation, or age. We oppose all forms of unlawful and unfair discrimination.

## Scope

This policy applies to all members. If after reading this document, you need further help, please contact the Executive Head of Marketing and Membership on [mc@ibms.org](mailto:mc@ibms.org)

## Definitions

**Equity** -. The IBMS ensures that members or groups of individuals, are not treated less favourably because of their characteristics. We recognise that each person has different circumstances and allocate the exact resources and opportunities needed for each person to reach an equal outcome

**Diversity** – The IBMS recognises and respects the differences across our membership. We understand that a diverse environment supports and promotes a wide range of backgrounds and mindsets, which allows for an empowered culture of creativity and innovation.

**Inclusion** – The IBMS aims to create a membership experience where everyone feels welcome, valued, and able to participate. We know that an inclusive environment requires us all to become aware of our unconscious biases and learn how to manage them in order to build a stronger professional community.

## Policy

The IBMS' policy complies with both the principles and the letter of the law on equality and discrimination, and we do not to tolerate any form of discrimination or harassment.

Our commitment to equal opportunities is enhanced by the belief that creating a diverse and inclusive organisation brings many benefits over and above legal compliance including:

- increased creativity
- better decision making
- faster problem solving
- retention of members
- enhanced wellbeing
- enhanced engagement
- better reputation for the organisation.

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.

## **Your responsibilities**

Every member is required to assist us to meet the commitment to provide equal opportunities and avoid unlawful discrimination. Individuals can be held personally liable as well as, or instead of, the IBMS for any act of unlawful discrimination. People who commit serious acts of harassment may be guilty of a criminal offence. Acts of discrimination, harassment, bullying or victimisation against members, staff, workers, volunteers or service users are disciplinary offences and will be dealt with under the disciplinary procedure. Discrimination, harassment, bullying or victimisation may constitute a breach of the Membership Code of Conduct.

## **The Law**

It is unlawful to discriminate directly or indirectly because of "protected characteristics" which are:

- Age
- Disability
- Sex
- Gender reassignment
- Pregnancy or maternity
- Race (which includes colour, nationality, and ethnic or national origins)
- Sexual orientation
- Religion or belief
- Marriage or civil partnership

## **Types of Unlawful Discrimination**

### **Direct discrimination**

Treating someone with a protected characteristic less favourably than others.

### **Indirect discrimination**

Putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic at an unfair disadvantage.

### **Harassment**

Unwanted behaviour linked to a protected characteristic that violates someone's dignity or creates an offensive environment for them.

### **Associative discrimination**

Where an individual is directly discriminated against or harassed because of their association with another individual who has a protected characteristic (although it does not cover harassment because of marriage and civil partnership and, according to guidance from the Government and ACAS, pregnancy and maternity).

### **Perceptive discrimination**

Where an individual is directly discriminated against or harassed based on a perception that they have a protected characteristic when they do not have that protected characteristic (other than marriage and civil partnership, and pregnancy and maternity).

### **Third-party harassment**

Where an individual is harassed and the harassment is related to a protected characteristic (other than marriage and civil partnership, and pregnancy and maternity) by third parties.

### **Victimisation**

Treating someone unfairly because they have complained about discrimination or harassment.

### **Failure to make reasonable adjustments**

Where a reasonable adjustment has not been made which puts a disabled person at a substantial disadvantage compared with someone who does not have that protected characteristic.

## **Inclusion**

The IBMS respects and value members as individuals, providing support and commitment so that everyone has a sense of belonging and is able to achieve their best. All members have a personal responsibility to treat others in accordance with our Equity, Diversity and Inclusion Policy and Code of Conduct.

In all our practices and in providing services, we expect all members to:

- Support an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and recognising and valuing individual differences and the contributions of all
- Act fairly and provide equality of opportunity
- Recognise that everyone is different and that these differences must be equally respected
- Be aware that you must not treat people less favourably because of a protected characteristic
- Challenge discrimination so that we demonstrate our commitment to equality and diversity and do not exclude people or make them feel isolated
- Not unlawfully discriminate
- Not induce or attempt to induce others to practice discrimination, nor yield to pressure from others to discriminate
- Not victimise or attempt to victimise individuals on the grounds that they have made complaints under the Equality Act or provided information about discrimination
- Not harass, abuse or intimidate others
- Draw any apparent breaches of this Policy to the attention of Executive Head of Marketing and Membership who can be contacted on [mc@ibms.org](mailto:mc@ibms.org)

We commit to :

- Creating an environment in which individual differences and the contributions of all our members are recognised and valued
- Ensuring every member is entitled to a service that promotes dignity and respect to all
- Not tolerating any form of intimidation, bullying or harassment
- Make training, development and progression opportunities available to all members
- Promoting inclusive events and activities across as broad a range as possible, and support members to get involved
- Take complaints of bullying, harassment, victimisation and unlawful discrimination by members seriously and recognising that breaches of this policy are regarded as misconduct and could lead to disciplinary proceedings

- Monitoring the make-up of the membership regarding information such as age, sex, ethnic, background, sexual orientation, religion or belief, and disability regularly.

This policy is fully supported by IBMS Council and senior management.

If you consider that you may have been unlawfully discriminated against, you should use our membership disciplinary procedure to make a complaint.

We will take any complaint seriously and will seek to resolve any complaint that is upheld. You will not be penalised for raising a complaint, even if your complaint is not upheld, unless your complaint is both untrue and made in bad faith.

## **Monitoring and review**

This policy will be monitored periodically by the IBMS to judge its effectiveness and will be updated in accordance with changes in the law. If changes are required, we will implement them. Information provided by members for monitoring purposes will be used only for these purposes and will be dealt with in accordance with relevant data protection legislation.

Useful links:

[Science Council useful resources](#)

[Equality and Human rights commission](#)

[Equality commission Northern Ireland](#)

[Equality and Diversity Support Service](#)

[EDI Resource Bank](#)

Please contact [mc@ibms.org](mailto:mc@ibms.org) if you would like this policy in other accessible formats.