



EQUALITY AND DIVERSITY POLICY

The Institution of Environmental Sciences is committed to eliminating discrimination and encouraging diversity amongst our staff. Our aim is that each employee feels respected and able to work to their full capacity.

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

All employees, whether part-time, full-time, temporary or permanent, voluntary or paid, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop to their full potential within the needs of the organisation and the talents and resources of the workforce will be utilised to maximise the effectiveness of the organisation.

Our commitment:

- To create an environment in which individual differences and the individual and collective contributions of staff are recognised and valued.
- IES will provide a working environment that promotes dignity and respect for all. Intimidation, bullying or harassment will not be tolerated.
- Training, development and progression opportunities are provided for staff.
- IES membership, services and benefits are provided to all members fairly and equitably.
- We will review and monitor the policy and our employment practices and procedures to ensure fairness.
- This policy was adopted by the IES Council on the 16th November 2011.