

EBMT EQUALITY, DIVERSITY & INCLUSION POLICY

EBMT recognises the value of having a diverse group of people with a diversity of thinking and perspectives involved in EBMT and wishes to use the differences that people bring with them as an important resource in furthering our important mission and objectives.

EBMT sees diversity as the visible and invisible differences between people – such as sex, race, ethnic or national origin, geographic background, physical ability, sexual orientation, gender identity, age, social class, language, religion, education and family/marital status – and recognises that these differences can lead to different, and better, ways of thinking, behaving, communicating and working. We believe that these differences enrich our organisation and assist us in delivering better patient outcomes globally.

EBMT is committed to promoting equality, diversity and inclusion (EDI) and to monitoring our progress in this area. The Executive Director is responsible for ensuring that this policy is implemented and reporting annually to the Board on progress made.

EBMT will work to ensure that all its Officers, Board members, all others in voluntary roles, staff and consultants have equal opportunity to achieve their full potential in carrying out their activities.

EBMT will not tolerate under any circumstances:

- any unjustifiable acts of discrimination
- any form of harassment

Where such discrimination or harassment occurs action will be taken under the disciplinary procedure, and may include dismissal for serious offences.

In keeping with EBMT Values, it is expected that all Officers, Board members, all others in voluntary roles, staff and consultants become familiar with the policy and ensure that their language, behaviour and practice are consistent with its requirements.