

Equality, Diversity and Inclusion Policy

The British Society of Histocompatibility and Immunogenetics is committed to encouraging equality, diversity and inclusion amongst its members, and to eliminating unlawful discrimination.

Our aim is to be truly representative of all sections of society and that all those within the BSHI community feel respected and able to give their best.

This policy does not form part of any employee's contract of employment and the society reserves the right to amend it at any time.

The policy's purpose is to:

- provide equality, fairness and respect for all our members.
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
- BSHI oppose and avoid all forms of unlawful discrimination.

The society commits to:

- Encourage equality, diversity and inclusion within the field of H&I
- Create a society free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued.

This commitment includes training managers and all other BSHI members performing BSHI business. Responsibilities include conducting themselves to help the organisation provide equal opportunities within BSHI, and prevent bullying, harassment, victimisation and unlawful discrimination.

- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow BSHI members, and any others in the course of the societies activities.
- Make opportunities for training, development and progress available to all BSHI members.
- Where BSHI members wish to report breaches of equality policy they can do so by writing to any member of the BSHI Main Committee.