

## **INSTITUTE OF ACOUSTICS**

### **EQUALITY, DIVERSITY AND INCLUSION POLICY**

#### **Policy Statement**

At the Institute, we value diversity and the different perspectives people from different backgrounds bring to their work and to the acoustics profession.

It is the Institute's policy to ensure that no Member or Membership candidate, award or grant applicant or recipient, job applicant or employee, visitor or event participant is disadvantaged or receives less favourable treatment because of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation or marriage and civil partnership.

Everyone at the Institute whether staff or Member has a role to play in ensuring individuals are valued, treated with dignity and respect and that discrimination does not occur. Every member of staff is responsible for ensuring they read and implement relevant policies, objectives and working practices linked to equality of opportunity and diversity to ensure that all Members, Membership candidates, award or grant applicants or recipients, job applicants and employees, visitors and event participants are accorded equality of opportunity at all stages of engagement with the Institute.

The Institute will tackle barriers to participation and create a culture in which equality of opportunity is a priority for all who engage with the Institute.

#### **Aims of this Policy**

The Institute of Acoustics recognises and values people's differences and will assist them to use their talents to reach their full potential.

The Institute will do all it can to ensure it recruits, trains and promotes people based on qualifications, experience and abilities for all roles within the organisation. It will also endeavour to ensure that the best candidates are nominated governance, and that membership, awards and grants are allocated on the basis of clear and transparent criteria - regardless of personal characteristics or background.

This policy is designed to ensure that the Institute complies with its obligations under equality legislation and demonstrates commitment to treating people fairly by identifying and removing any unnecessary barriers to participation.

The Institute is unreservedly opposed to any form of discrimination on the grounds of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation or marriage and civil partnership (defined as Protected Characteristics in the Equality Act 2010).

Using fair and objective selection, recruitment and employment practices, the Institute aims to ensure that:

- All employees and potential employees are treated fairly and with respect at all stages of their employment.

- All employees, Members, grant and award applicants and recipients have the right to be free from harassment and bullying of any description, or any other form of unwanted behaviour. Such behaviour may come from other employees or Members or by people (third parties) who are not employees or Members of the Institute, such as delivery partners.
- All employees, Members, grant and award recipients have an equal chance to contribute and to achieve their potential, irrespective of any defining feature that may give rise to unfair discrimination.
- All employees, Members, grant and award recipients have the right to be free from discrimination because they associate with another person who possesses a Protected Characteristic or because others perceive that they have a particular Protected Characteristic, even if they do not.