

Equality, inclusion and diversity policy

The Industrial Law Society (“the Society”) is committed to encouraging equality, diversity and inclusion amongst its membership and employees, and eliminating unlawful discrimination.

The purpose of this policy is to provide an environment of equality, fairness and respect for all of the membership and all in our employment.

The Society prohibits unlawful discrimination because of a protected characteristic under the Equality Act 2010 which includes :

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

This Society is committed to :

- encouraging equality, diversity and inclusion in the society
- creating an environment for its membership and employees free of bullying, harassment, victimisation and unlawful discrimination
- promoting dignity and respect for all
- recognising and valuing individual differences and the contributions of all
- using its best endeavours to ensure the members, officers and employees of the society to conduct themselves in accordance with the values of this policy
- taking seriously any complaints of bullying, harassment, victimisation and unlawful discrimination by any members or any of its employees

Complaints

- complaints of discrimination should be brought promptly to the attention of the Chair/Co-Chairs, or one of the Vice Chairs
- complaints will be investigated promptly
- the Society retains the right to discipline any employee or exclude any member who acts contrary to or breaches the principles of this Policy pursuant to its Constitution see paragraphs

(1)The Committee shall have the right to refuse membership of the Society to any applicant whose membership the Committee believes would not be conducive to the objects of the Society;

(2)A member may be expelled from the Society by a resolution carried by a simple majority of votes of members present and voting on a ballot at the Annual General Meeting or an Extraordinary General Meeting of the Society of which notice has been duly given on the grounds of conduct not conducive to the objects of the Society.