

## **Equality, Diversity and Respect Policy**

The Royal Institute of Philosophy is committed to encouraging equality and diversity, decent speech and behaviour, and respect for all involved in its activities.

This policy's purpose is to:

- encourage equality, diversity and respect for all in our employment, as well as all those involved in events we arrange and sponsor
- ensure that the Institute does not unlawfully discriminate, because 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 (gender) and sexual orientation
- oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities

The Institute commits to:

- encouraging equality and diversity in the workplace
- creating a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all
- training managers, trustees and all employees in matters to do with their rights and responsibilities under the equality policy
- taking seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities
- implementing the BPA/SWIP Guidance on the Representation of Women in all its public events, and ensuring it is a condition of

sponsorship on conferences and branches funded by the Royal Institute.