

# UKSEDS Diversity and Inclusion Policy

## Changelog

Agreed 19/9/2018

The purpose of this policy is to ensure equality and fairness for all our volunteers/staff and members, and not to discriminate on grounds of colour, ethnic or national origin, race, gender, sex, disability, age, sexual orientation, religious or political beliefs, marital status or family circumstances. UKSEDS opposes all forms of unlawful and unfair discrimination.

The policy has five key objectives:

1. Promoting an inclusive environment for all.
2. Promoting equality of opportunity.
3. Welcoming people from all backgrounds.
4. Supporting and developing careers for all.
5. Recruiting volunteers/staff based on merit, rather than absence or presence of underrepresented characteristics.

### **Key objective 1: Promoting an inclusive environment for all**

UKSEDS is committed to providing a harmonious and inclusive environment for all members and volunteers/staff and will not tolerate intimidation, bullying, harassment or any form of threatening behaviour.

All volunteers/staff have the right to work in an environment free from abuse, harassment or unreasonable behaviour. Members are similarly entitled to be treated with dignity and respect. Members must treat their colleagues fairly and honestly, and must not harass an individual, nor maliciously injure or attempt to discredit or injure the professional reputation, personal standing, or business prospects of any others.

When attending any UKSEDS events, through the purchase of a ticket you agree to abide by the UKSEDS Code of Conduct.

### **Key objective 2: Promoting equality of opportunity**

UKSEDS values the diversity that people with differing backgrounds, skills, abilities and ages can offer, and will make every effort to challenge and root out discrimination if it occurs.

UKSEDS will endeavour to foster an environment free from harassment and unfair discrimination in which individual potential can be harnessed to maximise benefit to the space community.

We are further committed to increasing awareness of equal opportunities through appropriate publications and media, and to research and reduce obstacles to equal opportunities. We will monitor and keep under review policies and practices within UKSEDS to ensure fairness and the promotion of equal opportunities.

**Key objective 3: Welcoming applications from all backgrounds**

UKSEDS is committed to welcoming volunteer/staff applications from all who are enthusiastic about space, regardless of colour, ethnic or national origin, race, gender, sex, disability, age, sexual orientation, religious or political beliefs, marital status or family circumstances.

**Key objective 4: Supporting and developing careers for all**

UKSEDS is committed to providing membership services and benefits to all members fairly and equitably. It engages in an active and increasing programme of diversity and outreach work, in order to support and develop careers of potential future members.

**Key objective 5: Recruiting volunteers/staff based on merit, rather than absence or presence of underrepresented characteristics**

UKSEDS is committed to providing an environment in which volunteers/staff members are selected and treated solely on the basis of their merits, enthusiasm and potential, regardless of colour, ethnic or national origin, race, gender, sex, disability, age, sexual orientation, religious or political beliefs, marital status or family circumstances.

We are further committed to eliminating discrimination and encouraging diversity amongst our volunteers/staff, with the aim that each volunteer/member of staff feels respected and able to work to their full capacity. We seek to provide an environment that promotes dignity and respect for all, and in which individual differences and the individual and collective contributions of volunteers/staff members are recognised and valued.

If, at any time, volunteers/staff members feel that they have been treated less favourably than others in relation to equal opportunities without reasonable justification, they should raise the matter with any member of the Executive Committee or External Charitable Trustees.