

British Association for the Study of the Liver (BASL)

Equality, Diversity and Inclusiveness Policy

Related information:

BASL Privacy Policy

BASL Subject Access Policy

BASL Data Retention and Destruction Policy

BASL Data Breach Policy

BASL Equality, Diversity and Inclusiveness Strategy

Information Commissioners Office

Policy revision: V2

Issue Date: September 2021

Next review date: October 2022

Contact for document: admin@basl.org.uk

BASL Equality and Diversity Policy - updated September 2021

1. Purpose

BASL is committed to promoting equality and diversity and promoting a culture that actively values difference and recognises that people from different backgrounds and experiences can bring valuable insights to enhance the way we work.

BASL aims to be an inclusive organisation, committed to providing equal opportunities throughout its membership and for its employees. This includes the recruitment of members and employees, the support of training and development of members in the field of hepatology, in its communication with its membership and employees, in the election of governing board and affiliated committee members and in pro-actively tackling and eliminating discrimination.

This is highlighted in our mission statement within our Inclusiveness Strategy:

Our strategy is to foster an environment where all members of the Association feel a sense of belonging regardless of age, gender, race, disability, religion, sexual orientation, profession, training level or place of work and feel that their voice is heard and represented at all levels of the Association and in all its activities.

BASL has a documented elections process within its Articles of Association which sets out how the BASL Governing Board are nominated and elected by the BASL Membership.

2. Equality and Diversity

We consider that equality means breaking down barriers, eliminating discrimination and ensuring equal opportunities and access for all employees, members and governing board appointments.

We consider diversity to mean celebrating difference and valuing everyone. Each person is an individual and by respecting this everyone can feel valued for their contributions.

We consider that inclusiveness means an organisation for all members and employees involved in the care of people with liver disease regardless of their role, place of work or pattern of work and regardless of race, religion, disability or sexual orientation and other protected characteristics.

3. Scope

The rights and obligations set out in this policy apply equally to all members and employees and also to associated persons.

4. BASL's commitment

Every member and employee is entitled to an environment within the association and its affiliated committees (including SIGs) that promotes dignity, equality and respect for all. We will not tolerate any acts of unlawful or unfair discrimination committed against a member or employee because of a protected characteristic such as:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Religion or belief
- Sex
- Sexual orientation

No form of intimidation, bullying or harassment will be tolerated.

5. When does this policy apply?

This policy applies to all conduct in relation to work within the association. This includes committee meetings, business meetings and BASL conferences or events. It applies also to conduct outside of the workplace that is related to your work with BASL or which may impact on BASL's reputation.

6. Breaches to this policy

Breaches to this policy can be reported in confidence to the secretariat and investigated by a committee convened under the BASL Ethics Committee as outlined in the Articles of Association.

7. Policy History and Revisions

- The policy will be reviewed with other related policies on an annual basis.
- It will also be updated if our delegated service providers change their policies as they are aligned. In this even a new version will be created and the older version(s) archived.