



Federation of European  
Microbiological Societies

## Equality and Diversity Policy

FEMS is committed to ensuring all people are treated with fairness, equality dignity and respect, and as an organization appreciating valuing the full diversity of all. FEMS' goal is to be an organization free from discrimination, harassment and prejudice. FEMS aims to embed this in all its policies, procedures, day-to-day practices and external relationships. This policy applies to all people employed, volunteering or providing services financially supported by FEMS or using our services.

### Commitment

Equality and diversity are central to the work of FEMS. We will promote equality of opportunity and diversity and will not tolerate any form of discrimination on grounds of race, gender, gender identity, marital status, caring responsibilities, disability, age, social class, sexual orientation, religion/belief, background or any other irrelevant characteristic. We seek to avoid all forms of inequality, discrimination and disadvantage. For this policy to be successful, it is essential that everyone is committed to and involved in its delivery.

### Aims

FEMS aims to:

- ✓ Provide services that are accessible to all
- ✓ Promote equality of opportunity and diversity in volunteering, employment and development;
- ✓ Create effective partnerships with all parts of our community, making full use of different perspectives and skills in our work

### Objectives

FEMS aims to:

- ✓ Regularly evaluate and continually improve its services to ensure equality and diversity principles and best practice are embedded in our activities;
- ✓ Working together with the community and staff to provide accessible and relevant service provision
- ✓ Ensuring staff, volunteers and trustees are representative of the community served and the volunteer and employment policies are fair and robust;
- ✓ Respond to volunteer's & employees' needs and feedback and encourage their development to increase their contribution to effective service delivery;
- ✓ Recognize and value the differences and individual contributions that all people make to FEMS;
- ✓ Challenge and call-out discrimination and direct or indirectly discriminatory behaviour
- ✓ Provide fair resource allocation
- ✓ Be open and accountable



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## Procedures

### Responsibility for Implementation

This policy covers the behaviour of all people employed, volunteering or providing services financially supported by FEMS or using our services. It also sets out the way they can expect to be treated in turn by FEMS. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Trustees and staff.

### Method of Implementation

FEMS intends to implement this policy by:

- Ensuring that Trustees, staff, committees, and volunteers are made aware, understand, agree with, and are willing to implement, this policy. All staff and volunteers will be given a copy of this policy as part of their induction;
- Actively encourage Trustees, staff, and volunteers to participate in anti-discriminatory training, and making time and resources available for such training;
- Monitoring the services FEMS provides to ensure they are accessible to all sections of the population and do not discriminate, and taking active steps to ensure that participation is representative

### Monitoring and Reviewing

FEMS has declared its commitment to establishing, implementing and reviewing a policy of equality. Reports of unacceptable behaviour, will be dealt with fairly, confidentially and sensitively as set out in [FEMS Reporting Procedure](#). Discrimination of any kind is a serious issue and will be treated as such. If incidents of discrimination or unfair treatment involve your line manager approaches should be made to the Managing Director, President or another appropriate manager.



**Dr Hilary Lappin-Scott, FEMS President**

**Date of endorsement**

December 2019

**Date last reviewed**

November 2018