

## **EQUALITY AND DIVERSITY POLICY**

### **1. EQUALITY AND DIVERSITY STATEMENT**

- 1.1 The Society for Acute Medicine (the “Society”) is committed to promoting equality and diversity in its practices and arrangements in relation to its role as a professional membership organisation.
- 1.2 All current and potential members, as well as all non-members who come into contact with the Society, will receive equal treatment regardless of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation (“Protected Characteristics”).

### **2. ABOUT THIS POLICY**

- 2.1 This policy sets out our approach to equality and diversity and the avoidance of discrimination within the Society. It applies to all members and covers all aspects of membership.
- 2.2 This policy is not intended to have contractual effect and may be amended by the Society at any time.

### **3. GENERAL PRINCIPLES**

- 3.1 Everyone has the right to undertake activities within the Society free from unlawful discrimination and harassment. Such behaviour by members will not be tolerated under any circumstances.
- 3.2 All members, and anyone with whom the Society or its members come into contact, shall be treated with dignity and respect at all times.
- 3.3 All Society practices should aim to support equal opportunities.
- 3.4 The following forms of discrimination are prohibited within the Society under this policy (and are unlawful):
  - (a) Direct Discrimination: treating someone less favourably because of a Protected Characteristic.
  - (b) Indirect Discrimination: a provision, criterion or practice that applies to everyone but adversely affects people with a particular Protected Characteristic more than others, and is not justified.
  - (c) Harassment: this includes sexual harassment and other unwanted conduct related to a Protected Characteristic, which has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

- (d) Victimisation: retaliation against someone who has complained or has supported someone else's complaint about discrimination or harassment.

#### **4. MEMBERSHIP AND GOVERNANCE**

- 4.1 The Society's practices should aim to encourage a wide range of individuals, reflecting diversity within the profession, to join the Society and to participate in its activities.
- 4.2 Decisions on applications for membership will be made solely on the basis of the criteria for membership. Applicants should not be asked questions that might suggest an intention to discriminate on grounds of a Protected Characteristic.
- 4.3 Opportunities to serve the Society in elected or appointed positions, or as members of committees, will be made as widely available as possible. Appointments will be made solely on merit.

#### **5. DISABILITIES**

If you are disabled or become disabled, we encourage you to tell us about your condition so that we can consider what reasonable adjustments or support may be appropriate.

#### **6. WHO IS RESPONSIBLE FOR THIS POLICY?**

- 6.1 Society directors have overall responsibility for the effective operation of this policy. Day-to-day operational responsibility for this policy, including regular review of this policy, has been delegated to the Society secretary.
- 6.2 All members must set an appropriate standard of behaviour, lead by example and ensure that they adhere to this policy and promote our aims and objectives with regard to equality and diversity.
- 6.3 If you have any questions about the content or application of this policy, you should contact the Society of Acute Medicine office at [administrator@acutemedicine.org.uk](mailto:administrator@acutemedicine.org.uk) to request further information.
- 6.4 Members are invited to comment on this policy and suggest ways in which it might be improved by contacting [administrator@acutemedicine.org.uk](mailto:administrator@acutemedicine.org.uk)

#### **7. BREACHES OF THIS POLICY**

- 7.1 We take a strict approach to breaches of this policy, which will be dealt with in accordance with the Society's Complaints Procedure.

- 7.2 Anyone who believes they have suffered discrimination, or been victimised, harassed, or bullied by a member should refer themselves to the Society's Complaints Procedure in order to have their complaint resolved.
- 7.3 You must not be victimised or retaliated against for complaining about discrimination. However, making a false allegation deliberately and in bad faith will be investigated under our Complaints Procedure.