



SCHEDULE D

ISCO Inclusiveness and Equal Opportunities Policy

Version	Date of Issue (Start)	Currency (End)	Authorisation	
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D.1.0 Purpose

- 1.1. ISCO provides opportunities for members from all countries to build professional relationships and to openly and freely exchange knowledge and skills. Working effectively with diversity is an essential part of this.
- 1.2. The policy's purpose is to ensure that ISCO:
 - Provides equality, fairness and respect for all of our members.
 - Ensures that ISCO and its members do not discriminate and comply with the UK Equality Act, 2010 and other national legislation that may apply.
 - Oppose and avoid all forms of unlawful discrimination. This includes the selection of members for ISCO positions, assessments for membership, and opportunities for professional development opportunities.
 - This also extends to the selection of service providers.
- 1.3. ISCO recognises a number of areas of diversity including:
 - Age.
 - Disability.
 - Ethnicity or race.
 - Gender.
 - Marriage or family status.
 - Religion or belief.
 - Sexual identity or orientation.
 - Socio-economic status.
 - Employment status.
 - Nationality.
- 1.4. This policy forms part of the ISCO Code of Conduct (Schedule C).

D.2.0 ISCO Commitment

- 2.1. ISCO is committed to:
 - Encouraging equality, diversity and inclusion.
 - Creating an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all Members are recognised and valued.
 - Training Executive Committee Members, Sub-committee Members, ISCO Council Members, Working Group Coordinators and other Office Holders about their rights and responsibilities under this policy.
 - Taking seriously complaints of bullying, harassment, victimisation and unlawful discrimination (see Schedule E).
 - Ensuring decisions concerning appointments of positions on the Executive Committee, Sub-committees, ISCO Council and Working Groups will be based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the UK Equality Act).

Schedule C: ISCO Inclusiveness and Equal Opportunities Policy

- Reviewing employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
 - Monitoring the make-up of the ISCO management organisation regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in this policy.
 - Understanding, valuing and working with diversity to enable fair and full participation in ISCO activities.
 - Promoting equality; this includes conducting equality screening and impact assessments of policies and functions
 - Treating members and other individuals with fairness, dignity and respect.
 - Playing its part in removing barriers and redressing imbalances caused by inequality and unjustified discrimination.
- 2.2. All members can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination against members, Industry Partners or ISCO associates (see Schedule E).
- 2.3. ISCO requires all Members to ensure their behaviour is consistent with this policy.
- 2.4. ISCO will provide adequate and appropriate resources to implement this global policy statement and will ensure it is

D.3.0 Breaches of this Policy

- 3.1. Deviation from this policy will be dealt with via the ISCO Disputes Resolution Protocol (Schedule E) (

D.4.0 Ongoing Review and Consultation

- 4.1. ISCO will review this policy annually to reflect new legal and regulatory developments and world's best practice and to promote good practice.
- 4.2. .
- 4.3. This review will be at the direction of the Secretary general and may be undertaken by a nominated ISCO officer or Working Group.
- 4.4. Members will be notified of any updating of the Policy via a notice in the ISCO Newsletter.