



Equality and Diversity Policy

1. Introduction

The **Institute of Industrial Engineers & Safety Management Systems (IIESMS)** is committed to promoting equality, diversity, and inclusion within the organisation and its activities. This Equality and Diversity Policy outlines our commitment to creating a welcoming and inclusive environment where all individuals are treated with respect and dignity.

2. Policy Statement

IIESMS is dedicated to:

- Providing equal opportunities for all employees, members, and stakeholders.
- Creating an inclusive environment that values and respects diversity.
- Ensuring that no individual or group is discriminated against based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

3. Responsibilities

3.1 Management

- Provide leadership and commitment to equality, diversity, and inclusion.
- Ensure that policies and practices are inclusive and non-discriminatory.
- Monitor and review equality and diversity performance regularly.

3.2 Equality and Diversity Officer

- Implement and maintain the equality and diversity management system.
- Provide training and information on equality and diversity to employees and members.
- Investigate complaints of discrimination, harassment, or bullying and take appropriate action.

3.3 Employees and Members

- Comply with all equality and diversity policies, procedures, and instructions.
- Treat all individuals with respect and dignity.



- Report any incidents of discrimination, harassment, or bullying to the Equality and Diversity Officer.

4. Equal Opportunities

- Ensure that recruitment, selection, training, promotion, and all other employment practices are based on merit and are free from bias.
- Provide reasonable adjustments for employees and members with disabilities to ensure they can fully participate in the organisation's activities.

5. Creating an Inclusive Environment

- Promote a culture of inclusion where diversity is valued and respected.
- Encourage and support the participation of underrepresented groups in the organisation's activities.
- Ensure that all communications, events, and activities are accessible and inclusive.

6. Training and Awareness

- Provide equality and diversity training to all employees and members to raise awareness and promote inclusive behaviour.
- Ensure that all employees and members have access to relevant information and resources on equality and diversity.

7. Handling Complaints

- Implement a clear and confidential process for reporting and handling complaints of discrimination, harassment, or bullying.
- Investigate all complaints promptly and impartially, taking appropriate action to address any issues identified.
- Support individuals who raise complaints and ensure they are not victimised as a result of their complaints.

8. Monitoring and Review

- Regularly monitor and review the effectiveness of the Equality and Diversity Policy and its implementation.
- Collect and analyse data on diversity within the organisation to identify areas for improvement.

- Conduct periodic audits of the equality and diversity management system to ensure its effectiveness.

9. Continuous Improvement

- Set and review equality and diversity objectives and targets to drive continuous improvement.
- Encourage innovation and the adoption of best practices in equality, diversity, and inclusion.

10. Community and Stakeholder Engagement

- Engage with the local community and other stakeholders to promote equality and diversity.
- Participate in initiatives and partnerships that support our commitment to equality and diversity.

11. Review and Updates

This Equality and Diversity Policy will be reviewed regularly and updated as necessary to ensure it remains relevant and effective.

12. Contact

For questions or concerns about this Equality and Diversity Policy, please contact the **Institute of Industrial Engineers & Safety Management Systems (IIESMS)**

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