

## **SCOTTISH GEODIVERSITY FORUM POLICY ON EQUAL OPPORTUNITIES**

1. The Scottish Geodiversity Forum is committed:-
  - (a) to equal opportunities policy and practices; and
  - (b) to eliminating any discrimination in its own policies and practices and in those areas over which it has influence.

In implementing this policy the Forum will take account of all relevant legislation.

2. The intention of this policy is to ensure that any employees i.e. contracted presenters/scientists/organisations; both potential and actual; and audiences are treated equally and as individuals regardless of race, ethnic or national origin, religion, political belief, social or economic class, marital or parental status, gender, sexual orientation, age or disability.
3. The Forum aims to make its services e.g. website, written material and public events accessible to as wide a range of the public as possible. In order to achieve this we will take all reasonable steps and use best endeavours to remove barriers that prevent potential audience, participants, and members from having equal access to all of our activities.

This will include:

- Ensuring plain English is used in all written communication.
  - Ensuring that indoor activities take place in venues and premises which are accessible to disabled people.
  - Providing facilities for disabled people to enable them to participate fully in activities where feasible i.e. sometimes walks to specific sites require a certain level of fitness and mobility.
  - Ensuring that the design of publicity material takes account of the needs of disabled people.
4. This policy covers all aspects of the work of the Scottish Geodiversity Forum and its committee.
  5. The Executive Committee shall be responsible for implementation of this policy.

**Adopted February 2015**