



## Visual Language Professionals Ltd

### **Equality And Diversity Policy**

Visual Language Professionals Ltd (VLP) is committed to a culture of equality, diversity and inclusion among our members and eliminating unlawful discrimination. It is within all our best interests to promote diversity and eliminate discrimination. Our aim is for our members to be truly representative of all sections of society and our industry and for each member to feel respected and able to give their best.

VLP aims to:

- Provide an environment and culture of equality, fairness and respect for all our members.
- Ensure that members are not discriminated against, or unlawfully discriminatory, on the grounds of age, disability, sex, gender reassignment, race, religion or belief, sexual orientation, marriage and civil partnership, pregnancy and maternity, physical appearance or body size, profession and other professional or regulatory affiliations.
- Oppose and avoid all forms of unlawful discrimination.

VLP is committed to:

- Encouraging equality, diversity and inclusion throughout the organisation.
- Creating an environment free of bullying, harassment, victimisation and unlawful discrimination.
- Promoting dignity and respect for all.
- Pursuing a culture where individual differences and the contributions of all members are recognised and valued.

Members are responsible for conducting themselves in a manner that supports VLP in providing equal opportunities and preventing bullying, harassment, victimisation and unlawful discrimination.

VLP will take seriously any allegations and will hold members liable for acts of bullying, harassment, victimisation and unlawful discrimination. Members are expected to familiarise themselves with our Code Of Conduct Policy as it includes information about how incidents will be handled.

VLP is a membership organisation that relies on members volunteering their services as either a Director or volunteer. The Directors of VLP will actively monitor the diversity represented in the Named Director positions but cannot be held liable or responsible for the diversity of the Elected Director positions as they are controlled by the membership who elect them.

This policy and the associated Code Of Conduct are fully supported by the Management Committee. Members are required to agree to abide by the VLP Equality And Diversity Policy and the VLP Code Of Conduct Policy. These policies will be reviewed regularly and updated as required.

