

## **ILP Equality, Diversity and Inclusion Policy**

At the ILP, we value diversity and the different perspectives people from different backgrounds bring to their work and to the engineering profession. It is the ILP's policy to ensure that no member of whatever grade, applicant for membership, job applicant or employee, visitor or event participant is disadvantaged or receives less favourable treatment because of age, disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief, sexual orientation or marriage and civil partnership.

Everyone at the ILP has a role to play in ensuring individuals are valued, treated with dignity and respect and that discrimination does not occur. Every member of staff and volunteer working on behalf of the ILP is responsible for ensuring they read and implement relevant policies, objectives and working practices linked to equality of opportunity and diversity to ensure that all people that they come into contact with on behalf of the ILP are accorded equality of opportunity at all stages of engagement with the ILP.