



EUROPEAN FEDERATION FOR IMMUNOGENETICS (EFI) PROCEDURE DOCUMENT

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Equality, diversity & inclusion policy

European Federation for Immunogenetics (EFI) recognises the value of having a diverse group of people with a diversity of thinking and perspectives involved in EFI and wishes to use the differences that people bring with them as an important resource in furthering our important mission and objectives.

EFI sees diversity as the visible and invisible differences between people – such as sex, race, ethnic or national origin, geographic background, physical ability, sexual orientation, gender identity, age, social class, language, religion, education and family/marital status – and recognises that these differences can lead to different, and better, ways of thinking, behaving, communicating and working. We believe that these differences enrich our organisation and assist us in delivering better outcomes for service-users globally.

EFI is committed to promoting equity, diversity and inclusion (EDI) and to monitoring our progress in this area.

EFI will work to ensure that all its officers, committee members, all others in voluntary roles, staff and consultants have equal support and opportunity to achieve their full potential in carrying out their activities.

EFI values the participation of its members and other attendees at EFI organised events. EFI is committed to providing a safe, productive, and respectful environment for all meeting participants including, but not limited to, attendees, exhibitors, and meeting staff.

EFI will not tolerate under any circumstances:

- any unjustifiable acts of discrimination
- any form of harassment

Where such discrimination or harassment occurs action will be taken by the EFI executive committee.

It is expected that all officers, committee members, all others in voluntary roles, staff and consultants become familiar with this policy and ensure that their language, behaviour and practice are consistent with its requirements.