

International Canine Behaviourists equality, diversity and inclusion policy

International Canine Behaviourists is committed to encouraging equality, diversity and inclusion among our organisation, and eliminating unlawful discrimination.

The policy's purpose is to:

- provide equality, fairness and respect for all in our organisation
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
- oppose and avoid all forms of unlawful discrimination. This includes in dealing with grievances

The organisation commits to:

- Create a membership environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow members and any others in the course of the organisation's activities.

The equality, diversity and inclusion policy is fully supported by the ICB Board.

Details of the organisation's complaints procedures can be found at <https://icbglobal.net/complaints-procedure/>.