



## The Institute of Quarrying Diversity and Inclusion Policy

### **Policy Statement:**

The Institute of Quarrying (IQA) is committed to fostering a culture of inclusion and respect. We recognise the inherent value of a diverse community that includes people of various backgrounds, abilities, identities, and perspectives. As a not-for-profit association, we believe that diversity enriches our work and enhances our ability to fulfil our mission. We aim to create an environment where everyone feels welcomed, valued, and empowered to contribute meaningfully.

### **Purpose:**

The purpose of this policy is to provide a framework that promotes and supports diversity and inclusion within the IQA and our activities. This policy will guide our practices to ensure that all members, volunteers, employees, and participants are treated equitably and with respect, irrespective of race, ethnicity, gender, sexual orientation, age, disability, cultural background, religion, or any other personal characteristic.

### **Scope:**

This policy applies to all members, employees, contractors, volunteers, and partners of the IQA

### **Key Principles:**

#### 1. Respect and Fair Treatment

- All individuals associated with the IQA have the right to be treated with dignity and respect. We do not tolerate any form of discrimination, harassment, or bullying.

#### 2. Equal Opportunity

- We are committed to equal opportunity in all aspects of our work, including recruitment, membership, and access to services and programs. We strive to eliminate barriers that may prevent full participation.

#### 3. Inclusive Environment

- We aim to create a welcoming and inclusive environment where individuals from diverse backgrounds feel safe, supported, and valued.

#### 4. Awareness and Training

- The IQA will provide training and resources to raise awareness of diversity and inclusion

principles and to ensure that staff, members, and volunteers understand their roles in fostering an inclusive environment.

### **Responsibilities:**

- Board and Leadership Team: The board and leadership team are responsible for overseeing the implementation of this policy, promoting diversity and inclusion, and ensuring that organisational practices are aligned with these principles.
- Staff and Volunteers: All staff and volunteers are expected to contribute to a culture of inclusivity and are responsible for upholding the principles outlined in this policy in their interactions with others.
- Members: Members are encouraged to support our commitment to diversity and inclusion, demonstrating respect and embracing the diverse perspectives of our community.

### **Implementation and Actions:**

#### 1. Diverse Recruitment

- We will actively seek to attract, recruit, and retain individuals from a variety of backgrounds. Selection criteria will be based solely on merit and relevance to the role.

#### 2. Cultural Awareness and Accessibility

- We are committed to recognising and respecting the diverse cultural practices within our community. This includes ensuring that programs, events, and materials are accessible and culturally sensitive.

#### 3. Feedback Mechanisms

- We encourage feedback from all members, employees, and stakeholders to continually improve our inclusivity efforts. Concerns related to diversity and inclusion can be raised through designated channels, and they will be addressed promptly and respectfully.

#### 4. Ongoing Review and Improvement

- The IQA will periodically review this policy to ensure it remains relevant, effective and to ensure it continues to meet the objectives of fostering diversity and inclusion within our association. Updates will be made as needed to align with best practices and evolving community needs.

### **Reporting and Resolution Process:**

Concerns related to breaches of this policy can be reported confidentially to the CEO. We are committed to handling all concerns impartially and respectfully, ensuring that appropriate actions are taken to resolve issues promptly.