

BVA Equality and diversity policy

The British Veterinary Association (BVA) is committed to respecting and promoting equality and diversity in all its activities through an inclusive culture and working practices. This commitment embraces our members, employees, suppliers and stakeholders, valuing and respecting all people from different backgrounds and recognising the contribution they make to the organisation.

BVA is committed to ensuring equality and the fair and respectful treatment of all individuals in connection with its work. As such, it will not tolerate any form of unlawful discrimination, harassment or victimisation.

BVA recognises its responsibilities under equality legislation (in particular the Equality Act 2010) and seeks to operate in line with best practice guidance. It therefore promotes equality and diversity for all, irrespective of

- Age
- Disability
- race (including colour, nationality, ethnic or national origin)
- religion, belief or lack of religion/belief • sex • sexual orientation
- being married or in a civil partnership
- being pregnant or on maternity leave
- being or becoming a transsexual person

and will not accept any prejudice, less favourable treatment or discrimination on account of these protected characteristics in any area of its work.

What this means in practice

- BVA will embrace equality and diversity in everything we do and promote a diverse culture which encourages inclusion and engagement for everyone who works for and with the organisation.
- All individuals will be welcomed, valued and treated fairly and respectfully by BVA in the course of its work and will not be subject to any form of unlawful discrimination, harassment or victimisation.
- All BVA members will have the same opportunity to contribute positively towards the work of BVA, to access its information and services and to voice their diverse needs.
- All BVA members, employees, stakeholders and suppliers have an obligation to treat others in the course of BVA's work fairly, with respect and dignity.
- BVA will ensure that its policies, procedures and working practices support equality and diversity principles and are free from any unlawful discrimination.
- BVA will treat any incidents or behaviour which breach its equality and diversity policy seriously and will take active steps to address such incidents and behaviour.