



## Equality, Diversity and Inclusion – Statement of General Principles

The World Congress of Soil Science 2022 (WCSS22) team is committed to supporting equality, diversity and inclusion in delivering a successful WCSS22 for the global soil science community. We will follow the policies and guidance provided by the International Union of Soil Scientists and [International Science Council](#).

WCSS22 will uphold the principles of freedom and responsibility in science and oppose discrimination based on such factors as ethnic origin, religion, citizenship, language, political or other opinion, sex, gender identity, sexual orientation, disability, or age.

WCSS22 will strive to include perspectives and approaches from all parts of the world's soil science community, and will offer opportunity for everyone, regardless of background, to participate.

### *This statement covers the WCSS22:*

- delivery team: Trustees and working groups
- volunteers
- congress participants (in Glasgow or by virtual attendance)
- directly contracted suppliers, including Speakeasy our professional congress organiser.

### *WCSS22 commit to:*

- Encourage equality, diversity and inclusion on the congress programme to showcase the talent within the soil science disciplines and provide positive role models from all walks of life
- Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued. All staff and volunteers should understand they, as well as WCSS22, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, against fellow employees, contractors, volunteers, attendees, customers, suppliers and the public
- Take seriously any complaints of bullying, harassment, victimisation and unlawful discrimination in the course of the organisation's work activities. In addition, harassment under the Protection from Harassment Act 1997, which is not limited to circumstances where harassment relates to a protected characteristic, is a criminal offence. Any reported acts will be dealt with as misconduct and appropriate action will be taken
- Review volunteer recruitment practices and procedures when necessary to ensure fairness, and also update them and the statement to take account of changes in the law.

WCSS22 is an international event and we will work with the International Union of Soil Science and national soil science societies to take into account local legislation, norms and social issues when addressing WCSS22 Equality, Diversity and Inclusion.

The equality, diversity and inclusion statement has been approved by the WCSS22 Trustees.

*April 2021*