



The focus of the British Society for Genetic Medicine (BSGM) is on the promotion, encouragement, and advancement of genetic and genomic science in clinical and research practice for the public benefit. At the heart of this is our commitment to working with and for patients and families living with rare (genetic/genomic) conditions. Equality, diversity and inclusion (EDI) are central to improving health and to the everyday experiences of both BSGM members and patients and families living with rare (genetic/genomic) conditions.

This EDI policy applies to BSGM Trustees, the Executive Committee, members of the BSGM's sub-committees and working groups, and to BSGM general members. It also applies to BSGM's policies, day-to-day operations and external relationships. We are committed to complying with the Equal Opportunities Act 2010. As such, we work together to provide a supportive and inclusive environment where all members are treated fairly and have equal access to development opportunities. We do not discriminate on the basis of: age, gender, sex, sexual orientation, gender reassignment, marital/partnership status, caregiver status, pregnancy/parental leave status, physical and/or mental disability, race (including colour, nationality, ethnic or national origin), religion/belief, neurodiversity, social position or class, education level, citizenship or refugee status, or military veteran status.

We expect that BSGM Trustees, the Executive Committee, members of the BSGM's sub-committees and BSGM general members take responsibility for diversity and inclusion in their everyday activities, roles and functions. We will ensure that all the above are made aware of, understand and are willing to implement this EDI policy.

This policy will be reviewed by the BSGM Executive Committee every 3 years, or sooner if there are any relevant legislative or organisational changes.