



## **ROYAL INSTITUTION OF NAVAL ARCHITECTS**

### **Equality, Diversity & Inclusion Policy**

The Royal Institution of Naval Architects recognises and values the diversity and variety of perspectives that people of all backgrounds, experiences and aspirations bring to their work and to the engineering profession at large. The Institution will fully embrace diversity and commit to promoting equal opportunity and inclusion. The Institution will not discriminate on any grounds, including sex, age, race, national origin, religion or belief, disability, political or economic views, marital status, pregnancy and parental status, gender reassignment or sexual orientation.

The Institution will provide equal opportunity and inclusion in every aspect of its activities. All current and potential employees, volunteers, members and participants in Institution activities will be accorded equal opportunity regardless of sex, age, race, national origin, religion or belief, disability, political or economic views, marital status, pregnancy, parental status, gender reassignment or sexual orientation and any other form of discrimination, unless specifically prevented or exempt from doing so by national or international legislation.

The Institution will promote equal opportunity, diversity and inclusion in the profession and wider maritime community. The Institution will encourage all those associated with the Institution and its activities, including individuals, companies, education providers and organisations alike (RINA accredited in particular), to provide equal opportunity, diversity and inclusion to all, unless specifically prevented or exempted from doing so by international or national legislation.

The Institution's policy for equality, diversity and inclusion takes cognisance of the Education 2030: Incheon Declaration Towards inclusive and equitable quality education and lifelong learning for all, and reflects the Institution's commitment as a signatory to the Royal Academy of Engineering's Diversity in Engineering Concordat.

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