

## **BAS Diversity, Equality & Accessibility Policy**

The British Arachnological Society (BAS) is open to everyone. We aim to treat every member equally, regardless of their age, colour, race, ethnicity, sex, sexual orientation, gender identity, mental or physical abilities, religion or beliefs, nationality, socio-economic background, or any other appropriate distinction. We value every individual for who they are. Every member of the BAS should be made to feel equally welcome and included at all BAS events and supported to participate in all roles within the Society.

The BAS recognises the value of diversity within the society and strives to improve this through its outreach work via social media and the provision of youth training. We keep our membership subscription and the cost of our annual field meeting as low as possible and help members to pursue their arachnological interests via small grants to support attendance at conferences and personal research.

At our field events we aim to enable all members to attend. The Society will book accommodation that includes level access and accessible rooms with adapted ensuite bathrooms. We will ensure that members with specific dietary requirements/allergies are well catered for. Wherever possible, we will arrange field events in areas where there are some accessible habitats, although this is dependent on the type of habitat that is to be investigated; we will provide clear advice on accessibility when advertising events. Some committee meetings are held online but face-to-face meetings are held in venues that are accessible to wheelchair users.

In our publications, we will use inclusive language. As we produce new publications and update older ones, we will endeavour to provide alternative formats, including large print and plain text, to improve accessibility.

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment and have no place in the BAS. Breaches will be considered as 'not in the best interests of the Society', as defined by our constitution. The membership of anyone found responsible will be terminated following our Constitutional procedures.

*This policy was adopted on 2 April 2022 and will be reviewed annually.*