

INCLUSIVITY POLICY

EUROPEAN SOCIETY OF REGIONAL ANAESTHESIA & PAIN THERAPY

RUE DE CHANTEPOULET 10, 1201 GENÈVE
<https://esraeurope.org/>

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1 POLICY STATEMENT

The European Society of Regional Anaesthesia and Pain Therapy (ESRA) is committed to fostering a diverse, equitable, and inclusive environment for all its members, employees, stakeholders, and collaborators. This policy reflects ESRA's dedication to promoting respect, fairness, and equal opportunity in all its activities, governance, and interactions. ESRA stands firmly against discrimination, harassment, and exclusion, actively working to ensure that everyone feels valued and empowered to contribute to the organization's mission.

2 SCOPE

This policy applies to all ESRA members, employees, volunteers, advisors, and partners involved in ESRA's operations, programs, and events. It encompasses our internal practices, external partnerships, and the delivery of our services.

3 DEFINITIONS

Accessibility: Ensuring that ESRA's events, resources, and communications are available and usable by individuals with diverse needs, including those with disabilities.

Diversity: The presence of differences within ESRA, encompassing gender, age, race, ethnicity, religion, sexual orientation, ability, socioeconomic status, and professional background.

Discrimination: Any unjust or prejudicial treatment based on personal characteristics, including race, gender, disability, or other protected traits.

Equity: Fair treatment and access to opportunities while recognizing and addressing barriers that may disadvantage certain groups.

Harassment: Any unwelcome conduct that demeans, intimidates, or creates a hostile environment for an individual or group.

Inclusion: Creating an environment where everyone feels respected, valued, and empowered to fully participate and contribute.

4 POLICY

The Policy section defines ESRA's core principles and commitments to inclusivity and provides actionable steps to embed these principles into all aspects of the organization. It aims to ensure fairness, respect, and equal opportunities for all individuals associated with ESRA.

More particular, ESRA commits to implementing the following principles to ensure diversity, equity, and inclusion across all organizational levels:

Non-Discrimination

ESRA prohibits discrimination based on race, color, gender, age, religion, national origin, disability, sexual orientation, or any other protected characteristic.

Equal Opportunity

ESRA ensures that all members and stakeholders have fair and equal access to its resources, events, and opportunities, without bias or prejudice.

Respectful Environment

ESRA is dedicated to creating a professional and respectful environment, free from harassment, bullying, or inappropriate conduct.

Accessibility and Representation

ESRA will actively work to ensure accessibility in all programs and initiatives, and it will strive for diverse representation in leadership, governance, and event programming.

Feedback and Reporting

ESRA encourages open dialogue and provides mechanisms for members and employees to report concerns about inclusivity, discrimination, or harassment.

Accountability

Any violations of this policy will be promptly addressed through clear procedures and appropriate actions.

5 ROLES AND RESPONSIBILITIES

President

- Leading the organization in its commitment to inclusivity, diversity, and equity.
- Ensuring that all policies, strategies, and decisions reflect ESRA's dedication to inclusivity.
- Supporting initiatives and programs that promote inclusivity across ESRA's operations.

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- Addressing escalated concerns or reports related to violations of the Inclusivity Policy.

Quality Officer

- Ensure inclusivity principles are embedded in organizational processes.
- Conduct regular audits to verify compliance with the Inclusivity Policy.
- Organize inclusivity training and awareness sessions.
- Collect feedback on inclusivity practices and recommend improvements.
- Address inclusivity-related complaints and ensure fair resolution.
- Maintain documentation and provide regular updates to leadership.

Board Members

- Upholding and promoting the principles of diversity, equity, and inclusion in governance decisions.
- Ensuring that all ESRA activities and initiatives align with this policy.

All Personnel

- Treating all individuals with respect and professionalism, regardless of differences.
- Complying with this policy in daily operations, events, and interactions.
- Reporting any incidents of discrimination, harassment, or exclusion to the appropriate channels.
- Contributing to a culture of inclusivity by embracing diverse perspectives and practices.

6 DISTRIBUTION LIST

All personnel.

7 FILE KEEPING

QMS records are retained for at least 5 years.

This document shall enter into force, be revised and distributed in accordance with the applicable procedures for controlled documents of ESRA.

This document:

- ✓ It is the property of the ESRA and its unauthorized disclosure, reproduction and use in whole or in part, nor its use for work not related to the activities of ESRA is not permitted.
- ✓ It is an internal controlled document, distributed according to the distribution list and acknowledged under the responsibility of the recipient.

✓ It shall be subject to a review procedure at least once every three years since the last adoption or amendment.

		SIGNATURE	DATE
AUTHOR	Quality Officer	Aline Christen	15.07.2024
APPROVAL	ESRA President	Eleni Moka	05.08.2024

