



Beyond the Earth

Foundation Equality and Diversity Policy

The Beyond the Earth foundation and its trustees are committed to encouraging equality and diversity within all of the foundation's platforms, activities and affiliated events in an affirmative effort to eliminate unlawful discrimination and promote holistic, cross-cultural collaboration across national boundaries and educational disciplines.

The policy's purpose is to:

- Provide equality, fairness and respect for all of our trustees and affiliated agents.
- Not unlawfully discriminate because of the Equality Act 2010/ Equality Treatment Directive 2006 protected characteristics of age, disability, gender or gender expression/ reassignment/ orientation, marital status and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religious creed(s) or telluric origin.
- Oppose and avoid all forms of unlawful discrimination. This includes dealing with grievances and discipline, dismissal or other developmental and educational opportunities.

The Beyond the Earth foundation is committed to:

- Encourage equality and diversity across all foundation forums, platforms and activities.
- Create a research environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all and ensure that individual differences and the contributions of all trustees and agents are recognised and valued.
- All trustees and agents should understand they can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of foundation activities, against fellow trustees, agents and the public.
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow trustees, agents the public and any others in the course of the foundation's activities.
- Such acts will be dealt with as misconduct under the foundation's disciplinary procedures, and any appropriate action deemed necessary will be undertaken by the council of trustees. Particularly serious complaints could amount to gross misconduct and lead to dismissal under the provisions established within the foundation's bylaws.

- Further sexual harassment may amount to a criminal matter, such as in sexual assault allegations. 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 offense.
- Should any opportunities arise, make training, development and progress available to all trustees and affiliated agents, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the foundation.
- Review foundation practices and procedures when necessary to ensure fairness, and also update the bylaws and equality policy to take account of changes in the law.
- Monitor the demographics of the foundation’s records/ digital analytical services to aid in meeting the aims and commitments set out within this equality policy.
- Monitoring will also include assessing how the equality policies are working in practice, reviewing them annually, and exercising due diligence in taking appropriate action(s) to address any encountered issue(s).

CERTIFICATE

This is to certify that the above equality policy is fully supported, agreed upon and adopted forthwith by the council of trustees to ensure equal rights and opportunities within the Beyond the Earth foundation.

For further details, please contact;

Signature:



Paul E. Quast, Chairperson



Paul E. Quast, MFA
Trustee & Project Director
Beyond the Earth Foundation

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Signature:



Victoria Stoyanova, Secretary