



## **EQUALITY AND DIVERSITY POLICY**

**(Adopted as a By-law by the Management Board of the Guild in accordance with Article 51 of the Guild's Constitution)**

The International Guild of Battlefield Guides (the "Guild") is committed to treating all people equally and with respect irrespective race, ethnicity, nationality, creed, gender, class, sexuality, gender reassignment, learning ability, physical impairment, mental or other illness or status, age, occupation, income, wealth, and unrelated criminal conviction.

Every Guild member should be made to feel equally welcome and included within the Guild and at all Guild meetings and events.

The use of offensive and inflammatory remarks and inappropriate behaviour by Guild members towards others, is not treating all people equally and with respect, and it has no place in the Guild.