

Equality, Diversity, Inclusion and Accessibility Statement

This statement is prepared in line with the Science Council's Declaration on Diversity, Equality and Inclusion ([Science-Council-Declaration-on-Diversity-Equality-and-Inclusion.pdf \(the-ies.org\)](#)) and the Universal Declaration of Human Rights.

The International Association of Sedimentologists (IAS) is an international organisation with diverse characteristics. It expects all members to commit to respecting each other and behaving professionally and responsibly, regardless of personal beliefs and cultural norms. The IAS strives to treat its members equally and to include all members in the full range of the Association's activities. The IAS will treat all its members with dignity and respect, so that individuals are valued and not subject to discrimination during any IAS – related activities. To this end, the IAS aims to provide:

- A diverse, inclusive and equitable culture that promotes and respects all of its members and staff, regardless of their personal characteristics.
- A member of the Council of Management (CoM) of the IAS who is responsible for monitoring EDIA within the Association to maintain a community that is increasingly free from any form of discrimination, prejudice, harassment, bullying, victimisation, disincentivizing behaviour, persecution or exclusion through all its activities.
- A culture of inclusiveness, where all members and staff of the IAS respect each other, helping members to recognise the benefits of diversity and provide equality of opportunity for effective and impactful change.
- Guidance on selection criteria that have a positive impact on EDIA in the preparation and evaluation of all grant applications, summer school applications, field activities, meetings and medals. This means that that all members will be considered on the basis of their relative scientific merit, avoiding favourable or unfavourable treatment on the basis of members' personal characteristics.
- Conferences, summer schools, field trips, social activities and any other IAS activities that are open and accessible to all. This includes, but is not limited to, consideration of physical abilities, cultural aspects, medical and dietary requirements, as well as provision of prior information on physical access. The IAS will provide sufficient prior information on IAS activities that will allow members to make their own, informed decision on participation.

All members and staff of the IAS are expected to act in accordance with the principles of this statement, and failure to do so will be investigated in accordance with the IAS Code of Conduct. In the first instance, grievance relating to EDIA matters should be raised with the member of the CoM responsible for EDIA and/or the President of the IAS.