

ESE Equality, Diversity and Inclusion Policy

The European Society of Endocrinology (ESE) is committed to operating in a way which protects people from discrimination because of their age, disability, ethnicity, gender, gender identity, marriage and civil partnership, nationality, pregnancy and maternity, religion or belief, sexual orientation.

We will make every effort to promote equality of opportunity in all areas of our activities including:

Governance

For our Executive Committee, Committees, Working Groups and Boards, we aim to achieve balance in geographical location in order to represent the breadth of European science. In addition, our committees should reflect a balanced gender and ethnic representation as well as representing the different areas of interest within endocrinology for clinicians, clinician scientists and scientists.

We encourage recruitment from groups that are currently under-represented and make use of committees and working groups to increase the number of actively engaged members.

An open call for nominations to the Executive Committee is made to the membership, including individual members and the national societies. The call will provide information on the positions available and other additional information required for potential nominees to take into consideration. The call will encourage ESE's aims for equality, diversity and inclusion and will include a link to this document. The ESE Nominations Committee reviews the nominations received and are encouraged to base their considerations on balancing geographical location, gender, ethnicity, area of interest, expertise, and scientific merit. A vote is held by the membership and the results are announced at the Annual General Meeting.

Admission of membership

Individual membership is open to anyone working in the field of endocrinology, anywhere in the world and at any stage in their career. Applications are reviewed and approved by the Executive Committee and approval is based on the applicant meeting the criteria for membership (as defined in the [Byelaws](#)).

Events organised by ESE

During its annual congress and other meetings or events organised by ESE (such as post graduate training courses, committee meetings etc), we are committed to providing a safe and welcoming environment that fosters open dialogue and exchange of scientific ideas to all participants.

Participants can expect to be treated fairly in an environment free of harassment and discrimination. All participants, including guests and staff, are expected to treat others with respect and consideration - any form of harassment, which is unwanted offensive behaviour (including verbal abuse), motivated by the recipient belonging to a particular group sharing one or more of the protected characteristics listed above - is prohibited and should be reported immediately to a member of the ESE Team or Executive Committee, whoever is readily accessible.

ESE encourages immediate reporting of incidents of harassment during any of its events or meetings as long as these are made in good faith. Retaliation for reporting harassment is not accepted nor is reporting an incident in bad faith. Cases of harassment brought to the attention of ESE will be investigated

immediately and might lead to removal of the perpetrator(s) from the event without reimbursement and/or withdrawal of membership.

The above covers all members, attendees, speakers, exhibitors, staff, contractors, venue staff, volunteers and guests of any events or meetings organised by ESE.

Where possible, and in line with this policy, we will invite a diverse pool of speakers and chairs at all events organised by ESE, taking into account areas of expertise and scientific merit. The development of the scientific programme is the responsibility of an organising committee (for both the congress and other educational events or meetings), and is representative of geographical location, career stage, areas of interest, and basic, translational, and clinical research.

Venues and hotel accommodation are selected to meet the industry standards for accessibility.

For events not organised by ESE but where ESE is represented, such as events endorsed by ESE or European Lectures, organisers would be asked to consider and implement this policy for their event.

Awards and Grants

From time to time, we review our programme of awards and grants to ensure it caters for members who are in different stages of their career. The eligibility criteria are also reviewed to ensure that we maximise the opportunities for members to apply.

An open call for nominations for awards is sent to the membership. The call will provide information on the award, the eligibility criteria and any documents required in order to submit a nomination. Each award has its own jury who deliberate based on the expertise and scientific merit of each nomination received. This policy will be taken into conscious consideration in the selection of the award winners.

Grants are usually applied for by an application process and most are related to the submission of an abstract to an ESE meeting. The abstracts are peer reviewed on the basis of expertise and scientific merit using a set criteria.

Communications and publicity materials

We aim to ensure that ESE collateral includes positive messages regarding diversity and inclusion and does not perpetuate assumptions or stereotypes or inadvertently exclude certain demographic groups.

Our website has been designed in line with Level AA Web Content Accessibility Guidelines.