

## DIVERSITY STATEMENT

CIHT is an inclusive organisation that welcomes members from all Highways and Transportation-related fields and provides individuals from diverse backgrounds with the support that they need to develop as professionals.

The Institution is committed to the principle of equal opportunities and opposes all forms of unlawful or unfair discrimination. CIHT intends that no member or employee shall be treated less favourably than another because of sex, marital or parental status, race, ethnic origin or nationality, colour, disability, sexual orientation, religion, or age.

It is CIHT's policy to:

- Encourage men and women from all sectors of the profession to join CIHT and participate in its activities.
- Foster a culture of equal opportunities awareness throughout the Institution
- Promote diversity to the profession as a whole
- Monitor our policies and practices to ensure that they remain free from any form of direct or indirect discrimination.

Members, CIHT Council and staff all have a responsibility for the implementation of the policy, which is reviewed annually to measure its effectiveness. Overall responsibility for ensuring that CIHT continues to act in accordance with the policy rests with CIHT's Council.