
Equality, Diversity and Inclusion Statement

ECTS mission is to promote excellence in research into the field of calcified tissues within Europe and beyond, and to ensure the findings are disseminated to benefit patients with metabolic bone disease. This requires recognising excellence, which is why ECTS grants and awards are granted only on the basis of scientific merit.

ECTS is committed to the Equality act, which protects people from discrimination because of their age, disability, ethnicity, gender, gender identify, marriage and civil partnership, nationality, pregnancy and maternity, race, religion or belief, sexual orientation or any other reason not related to scientific merit.

Equality and Diversity Policy

To ensure unbiased assessments of any submission to ECTS - grants, awards or congress abstracts -, a stringent independent review process is in place. Please see relevant policies for further information. Grants and awards are assigned on the basis of scientific excellence and, in some areas, services to the ECTS community. Where possible, blind assessment and marking are used to avoid bias.

ECTS Governance

The ECTS Terms of Reference for the Board of Directors and Committees, foresee that board and Committee members are of different nationalities to represent the breadth of European science. They also ensure that the board and committees reflect a balanced gender and ethnic representation as well as balanced representation of basic scientists and clinicians.

ECTS meetings

During its annual meeting and affiliated events, such as PhD and other training courses, ECTS is committed to providing a safe and welcoming environment that fosters open dialog 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 ECTS staff, board members and the congress organising team, whoever is readily accessible.

ECTS encourages immediate reporting of incidents of harassment during any of its events 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 ECTS staff/board members or members of the congress organising team will be investigated immediately and might lead to removal of the perpetrator(s) from the congress without reimbursement and/or withdrawal of membership.

The above covers all members, attendees, speakers, exhibitors, staff, contractors, venue staff, volunteers and guests of the ECTS Annual Meeting and/or affiliated meetings.