



DIVERSITY POLICY

The CONCILIA QAP is accessible on an equal basis to experienced mediators regardless of their professional affiliations, gender, race, ethnicity, age, religion, sexual orientation or other personal characterization.

The assessment is open to all mediators of good standing, and who can provide minimum standards of qualification, as provided by the IMI.

CONCILIA considers diversity to be a fundamental part of its identity as a primary Italian ADR firm and is committed to promoting equality and diversity throughout the Firm, providing training, raising awareness and creating an environment that maintains a culture of mutual respect and consideration, ensuring that all are treated equally and with the same attention, courtesy and respect, regardless of age, disability, gender, marital status, race, ethnic or national origin, nationality, religion or belief, age or sexual orientation.

CONCILIA does not tolerate discrimination on any grounds be it direct discrimination, where a person is treated less favourably on the grounds of race or racial group, sex, sexual orientation, religion or belief, age or disability, or indirect discrimination where an apparently neutral provision, criterion or practice would put a substantially higher proportion of the members of one sex or persons having a racial or ethnic origin or a particular religion or belief or a particular disability or a particular sexual orientation or age group, at a particular disadvantage compared with other persons.

The Policy will be cyclically reviewed to measure its progress and judge its effectiveness. Feedback provided by QAP participants helps in the monitoring of the success of the Policy in respect of issues eventually identified.