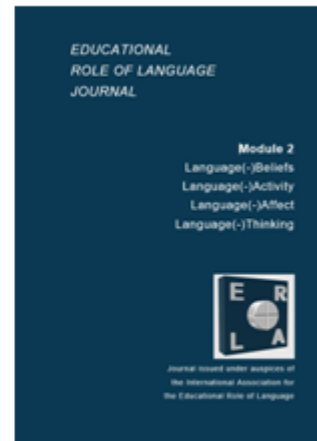


ERL JOURNAL

EQUALITY



## GENERAL RULES

ERL Journal subscribes to the values of diversity, inclusivity and equal opportunities. It is expected that all contributions to the Journal will be impartial and unbiased in regard to race, sex, culture and religious beliefs.

## GENDER

ERL Journal recommends that authors use “he or she”, “his/her” instead of “he” or “his” and that whenever possible job titles are gender neutral.

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Articles will be submitted in English however authors are invited to submit an abstract that is translated into another language in recognition of the multilingualism of contributors. ERL Journal subscribes to COPE <https://publicationethics.org/> and ensures that the Editor and the Editorial team will consider all articles equally, regardless of the nationality of the author/s.

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The Editor and the Editorial team will treat all submissions equally and will endeavour to find suitable reviewers for all for all ERLS strands.

***ERL JOURNAL***

**EQUALITY**

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<b>Inclusivity</b>	<b>Equal opportunities</b>	<b>Diversity</b>
Equal treatment regardless of race, religious beliefs, nationality, sex, gender.	Use of "she/he" and "his/her".  Gender neutral job titles.	All submissions will be considered equally.