

Limerick Community Based Education Initiative

Equal Opportunity Policy

L.C.B.E.I. equal opportunities policy incorporates all equality legislation in the Republic of Ireland. Any reference to 'equality grounds' shall be taken to include all the following grounds:

- Gender (to include trans gender)
- Marital or family status
- Religious belief or political opinion
- Disability
- Race or Ethnic Origin
- Nationality
- Sexual Orientation
- Age
- Membership of the Traveller Community

Any act which contravenes the equal opportunity policy and practice will be regarded as gross misconduct and could lead to disciplinary action including dismissal being taken against an employee in breach of the procedure

Implementation

It is expected that all employees abide by the policy and help create the equality environment:

- The policy is communicated to all employees through induction training and made known to job applicants
- Board, staff and volunteers are aware of their responsibilities.
- Staff involved in assessing candidates for recruitment or promotion will be trained in non-discriminatory recruitment and selection techniques.

Affirmative Action

Where appropriate, lawful positive action measures such as special encouragement in advertisements or special training will be developed.

Monitoring and Review

The provision of equality or opportunity between women and men will be monitored by the Board of L.C.B.E.I.

Complaints

Employees, volunteers and beneficiaries who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed procedures. (see complaints procedures)

Every effort will be made to ensure that employees making complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially.

Direct Discrimination

Direct discrimination occurs when a person is treated less favourably than another is on any of the equality grounds listed

Indirect Discrimination

Indirect discrimination can occur when a requirement or condition, which cannot be justified on grounds other than any of the equality grounds, is applied equally but has the effect in practice of disadvantaging a considerably higher proportion of persons in one or other of the above groups.

Disability Discrimination

Disability discrimination occurs when, for a reason related to his/her disability, a disabled person is treated less favourably than other people are and this treatment cannot be justified. It also occurs when an employer fails to comply with the duty to make a reasonable adjustment in relation to the disabled person.

Victimisation

Victimisation occurs when a person is treated less favourably than another because that person has, for example, asserted rights under any of the discrimination laws.