



Equal Opportunities Policy

Statement Of Policy :

The management, staff, club and team members of Dorie Colmcille are committed to combating discrimination and promoting equality of opportunity throughout our decision making process, in all areas of opportunity and in access to our services.

1.1 The aim of this policy is to communicate our commitment to respect and diversity and to ensure a quality of treatment and the promotion of equality in and by Doire Colmcille CLG.

1.2 We are opposed to all forms of unlawful discrimination and bad practice and service provision to all, irrespective of:

- Gender or family status.
- Religious belief or political opinion.
- Disability.
- Race or ethnic origin.
- Nationality.
- Sexual preference and orientation.

1.3 We acknowledge that the provision of Equal Opportunities, in the confines of Doire Colmcille CLG property and team structure and in the provision of services is not only good practice but also accords with the ethos of the organisations.

We are committed to:

- Preventing any form of direct or indirect discrimination or victimisation.

- ❑ Promoting a good and harmonious working environment where men and women are treated with respect and dignity and in which no form of intimidation or harassment will be tolerated.
- ❑ Fulfilling all legal obligations under the relevant legislation and associated codes of practice.
- ❑ Being open and transparent about our activities by providing regular information updates to Members, Officers, Parents and interested parties, where appropriate and by responding to requests for information about our work and by producing an annual report that will be presented to an open AGM.
- ❑ Making our services available to all members of all communities, regardless of age, gender, socio economic status, race, religious belief, physical ability, mental health, criminal record or Aids/HIV status.
- ❑ Having all sections of the community represented on the management committee of Doire Colmcille CLG.

1.4 Breaches of our Equal Opportunities Policy and Practice will be regarded as misconduct and could lead to disciplinary procedures.

1.5 This policy is endorsed by the Doire Colmcille CLG Management Committee.

1.6 The Management Committee has a specific responsibility for the effective implementations of this policy. The designated officer and assistants also have responsibility under this policy and we expect all to abide by the policy and help create the equality environment that is its objective.

COMPLAINTS:

2.1 Any person who believes that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed procedures. All complaints of discrimination will be dealt with seriously, promptly and confidentiality.

2.2 Internal procedures do not replace or detract from rights of users to pursue under the Sex Discrimination (N.I.) Order 1976, the Disability Discrimination Act 1995, the Race Relations (N.I.) order 1997 and the Fair Employment and Treatment (N.I.) Order.

2.3 Information on definitions and time limits for raising complaints are set out in the annex to this statement. Every effort will be made to ensure that members making complaints will not be victimised. Any complaint of victimisation will be dealt with promptly, seriously and confidentiality. Victimisation will result in disciplinary action and may warrant expulsion from the club.

DEFINITIONS OF DISCRIMINATION:

Direct Discrimination:

Direct Discrimination occurs when a person is treated less favourably than another on the grounds of their sex, marital status, religious belief, political opinion, race, nationality or ethnic/national origin or disability.

Indirect Discrimination:

Can occur when a requirement or condition which cannot be justified on the grounds other than sex, marital status, religious belief, political opinion, race, nationality or ethnic/national origin or disability is applied equally but has the effect in practice of disadvantaging a considerably higher proportion of persons in one or the other of the above groups.

In order to establish a complaint of indirect discrimination, an application must show the following;

- a. That the requirement or condition has been applied.

- b. That the said requirement or condition adversely impacts against the person because of his/her religious belief, political opinion, sex, marital status, race, nationality or ethnic/national origin.
- c. That he/she has suffered detriment by reason being unable to comply with the condition or requirement.

Disability Discrimination:

Disability discrimination occurs when, for a reason related to his/her disability, a disabled person is treated less favourably than other people and that this treatment cannot be justified. It also occurs when the club fails to comply with the duty to comply with the duty to make a reasonable adjustment in relation to the disabled person and the failure cannot be justified. If the designated officer cannot justify less favourable treatment, if, by making a reasonable adjustment, it would remove the reason for the treatment.

Victimisation:

Victimisation occurs when a person is treated less favourably than another because the person has, for example, asserted rights under any discrimination laws or has helped another person to assert such rights or given information to the relevant statutory bodies, or because it is suspected that the person might do any of these things.

COMPLAINTS:

Complaints of sex/marital status, race/nationality/ethnic/national origin, and disability discrimination should be lodged with the necessary bodies of the Management Committee or outside tribunal within three months of the alleged act of discrimination.