

## Wildlife Rehabilitation Ireland

### Equal Opportunities Policy

The aim of this policy is to communicate the commitment of Wildlife Rehabilitation Ireland and its Board of Directors, to the promotion of equality of opportunity.

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It is our policy to provide equality of employment and volunteering to all, irrespective of:

- gender, including gender reassignment
- marital or civil partnership status
- having or not having dependents
- religious belief or political opinion
- race (including colour, nationality, ethnic or national origins, being an Irish traveller)
- disability
- sexual orientation
- age

We are opposed to all forms of unlawful and unfair discrimination. All members of the organisation will be treated fairly and will not be discriminated against on any of the above grounds. Decisions on employment, advancement, training or any other benefit will be made objectively, without unlawful discrimination, and based on aptitude and ability.

We recognise that the provision of equal opportunities in all our activities will benefit the organisation. Our equal opportunities policy will help members to develop their full potential and the talents and resources of the members will be utilised fully to maximise the effectiveness of the organisation.

Wildlife Rehabilitation Ireland recognises that there is a statutory duty to implement an equal opportunities policy. This policy applies to applicants for employment and volunteers alike.

Wildlife Rehabilitation Ireland is committed to the principles and practice of equality. Wildlife Rehabilitation Ireland values the diversity of the local population. We want our services, facilities and resources to be accessible and useful to every citizen regardless of gender, age, ethnic origin, religious belief, disability, marital status, sexual orientation, or any other individual characteristic which may unfairly affect a person's opportunities in life.

#### Equality commitments

We are committed to:

- promoting equality of opportunity for all persons
- promoting a good and harmonious learning environment in which all men and women/boys and girls are treated with respect and dignity and in which no form of intimidation or harassment is tolerated
- preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- fulfilling all our legal obligations under the equality legislation and associated codes of practice
- complying with our own equal opportunities policy and associated policies
- taking lawful affirmative or positive action, where appropriate

Breaches of our equal opportunities policy will be regarded as misconduct and could lead to termination of employment.

This policy is fully supported by the Board of Directors.

## Implementation

The Board of Directors has a specific responsibility for the effective implementation of this policy. We expect all employees/volunteers to abide by the policy and help to create the equality environment which is its objective.

In order to implement this policy, we shall:

- communicate the policy to employees/volunteers by issuing this document to all existing, and new employees/volunteers

Wildlife Rehabilitation Ireland will endeavour through appropriate training to:

- ensure that it will not consciously, or unconsciously, discriminate in the selection or recruitment of applicants
- ensure that adequate resources are made available to fulfil the objectives of the policy

## Monitoring and review

We will establish appropriate information and monitoring systems to assist the effective implementation of our equal opportunities policy. The effectiveness of the equal opportunities policy will be reviewed regularly and action taken as necessary.

## Complaints

Employees/volunteers who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through our Grievance Procedure. A copy of this procedure is available from the Secretary of Wildlife Rehabilitation Ireland. All complaints of discrimination will be dealt with seriously, promptly and confidentially.

Every effort will be made to ensure that employees/volunteers who make complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially. Victimisation will result in disciplinary action and may warrant dismissal.

Complaints from members of the public will be dealt with under our Complaints Procedure.