



UNIVERSITY *of* LIMERICK

O L L S C O I L L U I M N I G H

EQUALITY AND DIVERSITY POLICY

Approved by Governing Authority 27 February 2015

1. Vision

- 1.1 The University of Limerick recognises the real education and organisational benefits of having a diverse community of employees and students. To this end, the University is working towards building and maintaining an inclusive environment which promotes equality, values diversity and respects the rights and dignity of all.

2. Policy Statement

- 2.1 The University of Limerick believes in the principles of social justice, acknowledges that discrimination affects people in complex ways and is committed to challenging all forms of inequality. To this end, the University of Limerick aims to ensure that:

- Individuals are treated fairly and with dignity and respect regardless of their:
 - Gender;
 - Civil Status;
 - Family Status;
 - Sexual Orientation;
 - Religious belief or lack of religious belief;
 - Age;
 - Disability or the nature of their disability;
 - Race, colour, nationality or ethnic or national origin;
 - Membership of the Traveller Community;
- All individuals are afforded the opportunity to fulfil their potential;
- An inclusive and supportive environment is promoted;
- Contributions to the achievement of the University's mission made by individuals from diverse backgrounds are recognized;
- The University complies with its obligations under the Employment Equality Acts 1998 to 2012, and that no employee or candidate is unlawfully discriminated against.

This policy should be read in conjunction with the Policy & Procedures for Workplace Dignity and Respect at the University of Limerick.

3. Scope of the Policy

- 3.1 This policy applies to all employees of the University of Limerick.

This policy also applies to the advertising of jobs and recruitment and selection, terms and conditions of employment, training and development, opportunities for promotion, conditions of service, benefits and pay and performance review procedures.

4. Aims of the Policy and Underpinning Principles

4.1 The aim of this policy is to ensure that, in carrying out its activities, the University will have due regard to:

- Promoting equality of opportunity across all the activities of the University;
- Promoting good relations between people of diverse backgrounds;
- Compliance with Employment Equality Acts 1998 and 2012;
- Eliminating unlawful discrimination.

4.2 This policy is guided by the following principles:

All employees

- will enjoy a safe environment free from discrimination, harassment and bullying.
- have equal access to quality services that are made available by the University and its partners.
- have equal access to opportunities for personal, professional or academic development and career progression and promotion opportunities.
- are able to participate fully in the work and life of the University Community and celebrate its diversity.
- employees at the University of Limerick should reflect the diversity of talent, experience and skills from the local, national and international pool from which the University draws its workforce and students.
- have the right to be consulted about University policy, procedures and practices and are encouraged to contribute to the decision making processes of the University, and
- the working environment will facilitate the reconciliation of work and family responsibilities.

5. Implementation of the Policy

5.1 The successful implementation of all strands of this policy relies on the mainstreaming of equality and diversity issues within the University's processes. This will be achieved through the implementation of agreed Action Plans, which will be developed by the Equality and Diversity Committee and implemented by the HR Division.

5.2 Training will be provided to all managers and employees and their representatives to support the implementation of the policy. Further appropriate actions will be identified and implemented on an ongoing basis.

6. Complaints

6.1 Any employee who has a complaint concerning a breach of this policy may bring such a complaint to their line manager or Director Human Resources.

Complaints under this policy will be managed under the University of Limerick Grievance Procedure/ Policy & Procedures for Workplace Dignity and Respect at the University of Limerick.

If, after an investigation into the complaint, an employee is found to have engaged in misconduct, this matter will be subject to the provisions of Statute No.4: Statute on Employee Disciplinary Matters and Termination of Employment.