



Procedure Title: Equal Opportunities Policy

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Approving Authority:	Academic Council	
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Reference Documents:		

Revision History

Revision No	Description of Change	Issue Date	Status
0	New Procedure	Xx/xx/20xx	Approved by Academic Council

CONTENTS

1.0 IT Sligo Statement of Policy 3

2.0 Aims and Objectives 3

3.0 Responsibilities..... 3

1.0 IT Sligo Statement of Policy

Equality legislation outlaws discrimination on nine distinct grounds: gender, marital status, family status, race, religion, sexual orientations, age, disability, or membership of the traveling community. Direct discrimination is taken to occur where one person is treated less favourably than another on any of the nine grounds listed above. Indirect discrimination on gender grounds occurs where an organisation sets down a provision which disadvantages a substantially higher proportion of one gender and cannot be justified by objective factors unrelated to their gender. On non-gender grounds, indirect discrimination occurs where a student sets down a provision that operates to the disadvantage of one of the eight grounds covered, and can only be complied with by a substantially smaller proportion of that group and cannot be justified as being reasonable.

In addition the legislation requires the Institute to provide reasonable accommodation or special treatment or facilities where without these it would be impossible or unduly difficult for a person with disabilities to avail of the goods and services, unless this would cost more than a nominal cost. For further information please refer to the Institute's Disability Support Policy.

IT Sligo is committed to a policy of equal opportunities for all, in all aspects of its teaching and assessment. To this end, IT Sligo aims to create the conditions whereby students are treated solely on the basis of their merits, abilities and potential, regardless of gender, colour, race, ethnic origin, disability, religious or political beliefs, marital or parental status, sexual orientation, age or other irrelevant distinction.

2.0 Aims and Objectives

The overall aim of this policy is to promote equality of opportunity for all students, both full-time and part-time, by ensuring that all academic and other practices operate on the basis of the appropriate merits, qualifications, abilities and potential of individuals.

The specific objectives of the policy are:

- To create a learning environment in which students are encouraged to develop their full potential and where all are treated with dignity and respect.
- The Institute is committed to providing an environment that is free from any form of harassment, bullying or victimisation.
- To ensure that all applicants that apply to study in IT Sligo are treated fairly, and in accordance with published policies and procedures.
- To conduct the business of the Institute in a way that values all cultures in our academic community in a context characterised by non-discrimination and equality.
- To monitor and review policies and practices to ensure that they do not, directly or indirectly, discriminate against individual members of students or particular groups of students.
- To identify programmes of positive action within which these objectives can be achieved.

3.0 Scope

A successful Equal Opportunities policy requires the active support of the entire IT Sligo community. The specific responsibilities of both staff and students to achieve the successful implementation of this policy are set out here:

Responsibilities of Staff:

- Each member of staff should recognise and respect the rights of other individuals and should contribute to a harmonious environment for all.

- Staff members should actively co-operate with any measures introduced by the Institute to promote equal opportunities for students.
- Staff members must not, either directly or indirectly, discriminate unfairly against fellow students.

Responsibilities of Students:

- All students have a responsibility to respect the rights of staff and of other students; to promote equality of opportunity and to contribute to the creation of an environment that is harmonious and free from unfair discrimination and harassment.
- More specifically, students will respect the Institutes Equal Opportunities Policy and practices in their dealings with other students.
- Students also have a responsibility to ensure that any clubs/societies or social events organised under the auspices of the Institute do not discriminate against individual students or particular groups of students, and that any posters or other publications do not contain words or images that are intimidatory or offensive to others.