



GLENLOUGH COMMUNITY CENTRE

EQUAL OPPORTUNITIES POLICY

1 CENTRE OBJECTIVES

- 1.1 The Glenlough Community Centre is committed to equal opportunities for all and to ensuring that the talents and resources of all the Centre's employees/users are utilised to the full. The Centre strives to ensure that all allocation of jobs, time, space and resources within the Centre is based solely on the merits of the applicant.
- 1.2 The aim of the Centre's Equal Opportunities Policy is to ensure that no group, individual, job applicant or employee is directly or indirectly discriminated against or harassed on the grounds of religious beliefs, political opinion, sex, marital status, colour, disability, race or ethnic origin or is disadvantaged with regard to employment, or use of Centre facilities, programmes or services by conditions or requirements that cannot be shown to be fully justified.

2 POLICY

- 2.1 The Glenlough Community Centre will recognise and ensure compliance with its legal obligations under the Fair Employment (NI) Acts 1976 and 1989, the Sex Discrimination (NI) Order 1976 and any other appropriate legislation.
- 2.2 In addition to the above, the Centre recognises its moral and social obligations to promote equality of opportunity within the community in which it operates, and will strive to maintain a neutral environment in which no employee/user feels under threat or intimidated, because of his/her religious belief or political opinion.
- 2.3 The Centre will consult with the recognised representatives to agree and establish appropriate policies and procedures designed to ensure the effective promotion of equal opportunities for all. These will be periodically reviewed to ensure that employees/users continue to treat solely on the basis of merit.
- 2.4 In order to take account of changing circumstances, the Centre will review the operation of the Equal Opportunities Policy on a regular basis.
- 2.5 This policy will be publicised throughout the Centre and will be displayed elsewhere as is from time to time appropriate. A copy of this Policy will also be distributed to all the Centre's workers, users and applicants for employment.

3 GRIEVANCE PROCEDURE

- 3.1 The Centre provides facilities for any employee/user who believes that he/she has been unfairly treated within the scope of this policy, to raise the matter through the normal Grievance Procedure which is available from the Management Committee. This procedure does not in any way detract from the statutory rights of the group or individual concerned.



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3.2 The Centre provides facilities for any job applicant, employee/user who believes that he/she has been unfairly treated within the scope of this policy, to raise the matter through the Management Committee. This procedure does not in any way detract from the statutory rights of the group or individual concerned.

4 RESPONSIBILITIES

4.1 All workers and users within the Centre have a responsibility to comply with this policy to ensure equality of opportunity for all.

4.2 The Management Committee is responsible for ensuring that this policy is implemented and for dealing with any matters arising.

4.3 Where appropriate, such matters should be passed to the Management Committee who will be responsible for the provision of advice and setting guidelines for policy implementation.

4.4 The Management Committee will have overall responsibility for the operation of this Policy and any review of effectiveness.

5 AFFIRMATIVE ACTION

5.1 Where necessary, the Centre will adopt appropriate affirmative action measures, including the setting of goals and timetables, to ensure the provision of equality of opportunity of all sections of the community within the Centre.

5.2 The Management Committee do not permit the display of flags, emblems, posters of other similar material, or the circulation or display of literature, posters or the deliberate articulation of slogans or songs which may give offence or cause apprehension amongst particular groups of workers/users. Any attempt to display such will be regarded as serious misconduct and will result in disciplinary action.

6 DISCIPLINARY ACTION

6.1 All workers/users are required to comply with this policy to ensure the equality of opportunity for all. Failure to comply will be regarded as serious misconduct, which may lead to disciplinary action.

7 CENTRE COMMITMENT

7.1 The Glenlough Community Centre is committed to equality of opportunity to all. As such the organization will strive to ensure that this policy does not operate unfairly against, or adversely impact on, any section of the community.