

Document Reference Number	2.3 Religion, Race, Sexual Orientation (Autonomy, Privacy & Dignity)		
Document developed by	DCIL CEO & Support and Development Team	Document approved by	CEO & DCIL Board Members
Approval date	May 2021	Revised: Next Revision Date:	January 2023 January 2025
Responsibility for Implementation	DCIL Staff	Responsibility for review and audit	DCIL Support & Development Team

POLICY STATEMENT:

All DCIL Staff must respect people within the service regardless of their Religion, Race or Sexual Orientation.

PURPOSE:

To safeguard and respect the rights of people involved with DCIL regardless of Religion, Race, and Sexual Orientation.

SCOPE:

This policy refers to all DCIL Staff (Core Staff and Personal Assistants) employed working within the Donegal Centre for Independent Living.

PROCEDURE:

- 2.3.1 All DCIL must respect all persons within the DCIL organisation regardless of their Religion, Race or Sexual Orientation.
- 2.3.2 Any staff who discriminates on these grounds may have the disciplinary procedure invoked against them under the DCIL Terms and Conditions of employment.

LEGISLATION/ REFERENCES/BIBLIOGRAPHY /OTHER RELATED POLICIES:

Equality Act 2004
www.equality.ie

ROLES AND RESPONSIBILITIES:

It is the responsibility of DCIL staff to comply with the above policy.
It is the responsibility of the DCIL Support & Development Team to ensure the compliance of the above policy.

IMPLEMENTATION PLAN:

It is the responsibility of the DCIL Support & Development Team to roll out and implement the above policy to all DCIL staff.

REVISION AND AUDIT:

This policy will be reviewed in May 2023 by the DCIL Support & Development Team and CEO of DCIL.