

Document Reference Number	4.3 Equal Opportunities (Staffing)		
Document developed by	DCIL CEO & Support and Development Team	Document approved by	CEO & DCIL Board Members
Approval date	July 2021	Revision date	July 2027
Responsibility for Implementation	DCIL CEO and Core Staff	Responsibility for review and audit	DCIL, Policy Compliance and Quality Assurance Committee

POLICY STATEMENT:

Donegal Centre for Independent Living is fully committed to Equal Opportunities for all.

PURPOSE:

To ensure that all DCIL staff has a clear understanding of policies and procedures attached to Equal Opportunities.

SCOPE:

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

PROCEDURE:

4.3.1 DCIL is fully committed to ensuring equality of access in both the provision of services within the community as well as in respect of all its employment policies and procedures and will not discriminate on any of the following grounds:

- Age
- Disability
- Family Status
- Gender
- Marital Status
- Membership of the Traveling Community
- Race
- Religion or
- Sexual Orientation

4.3.2 Equal treatment will be afforded in all aspects of employment including selection, training and development and terms and conditions of employment.

4.3.3 DCIL will take all appropriate and reasonable measures to enable persons with disabilities:

- To have access to employment.
- To participate or advance in employment; and
- To undergo relevant training.

LEGISLATION/ REFERENCES/BIBLIOGRAPHY /OTHER RELATED POLICIES:

Centre for Independent Living, Carmichael House, Dublin
Equality Act 2004

ROLES AND RESPONSIBILITIES:

It is the responsibility of DCIL staff to comply with the above policy.

It is the responsibility of the DCIL CEO and Core Staff to ensure the compliance of the above policy.

IMPLEMENTATION PLAN:

It is the responsibility of the DCIL CEO and Core Staff roll out and implement the above policy to all DCIL staff.

REVISION AND AUDIT:

This policy will be reviewed in July 2027 by the DCIL, Policy Compliance and Quality Assurance Committee.