



## Thrombosis Ireland CLG Equality Policy

The board of Thrombosis Ireland CLG (“Thrombosis Ireland”) is committed to encouraging equality and diversity among our members and trustees and to eliminating unlawful discrimination. The aim is for our members and trustees to be truly representative of all sections of society and our stakeholders, and for each member and trustee to feel respected and able to give their best.

Thrombosis Ireland, in providing goods and/or services and/or facilities, is also committed against unlawful discrimination of patients or the public.

*The policy’s purpose is to:*

- provide equality, fairness and respect for all in our members and trustees
- not unlawfully discriminate because of the Acts (**The Equal Status Acts 2000 to 2004 and The National Disability Authority Act 1999**) protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation
- oppose and avoid all forms of unlawful discrimination. This includes in, dealing with grievances and discipline and selection for training or other developmental opportunities

*The organisation commits to:*

- encourage equality and diversity in Thrombosis Ireland as they are good practice and make sense
- create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all members and trustees are recognised and valued

This commitment includes training members and trustees about their rights and responsibilities under the equality policy. Responsibilities include members conducting themselves to help the organisation provide equal opportunities and prevent bullying, harassment, victimisation and unlawful discrimination

All members and trustees should understand that they can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, against fellow members, patients, suppliers and the public

- take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow members, suppliers, visitors, the public and any others in the course of the Thrombosis Ireland’s activities

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and any appropriate action will be taken.

Further, sexual harassment may amount to a criminal matter, such as in sexual assault allegations. In addition, harassment under the **Non-Fatal Offences Against the Person Act, 1997** – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence

- make opportunities for training, development and progress available to all members and trustees, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation
- decisions concerning members and trustees being based on merit
- monitor the make-up of the members and trustees regarding information such as age, gender, ethnic background, sexual orientation, religion or belief and disability in encouraging equality and diversity and in meeting the aims and commitments set out in the equality policy

Monitoring will also include assessing how the equality policy, and any sporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues

The equality policy is fully supported by the Board of Thrombosis Ireland

Adopted by the Board on: 27 November 2017

Reviewed by the Board 28<sup>th</sup> May 2018, Dec 1<sup>st</sup>, 2018 and on 26<sup>th</sup> August 2019

Annemarie O'Neill, Founder	Mel Duignan, Chairman / Treasurer (until role filled)	Lauren Carey, Company Secretary
Karen Collins	Ann O'Sullivan	Garrett Brennan
Barbara Wiseman	Gordon Stewart	Brian Carberry
William Morrin	Noel Carbury	Guvanch Meredov
	Deirdre Kelly	Treasurer to be appointed