



Thrombosis Ireland CLG Equality Policy

The board of Thrombosis Ireland CLG (“Thrombosis Ireland”) is committed to encouraging equality 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 achieve:

- equality, fairness and respect for all including fundraisers, volunteers and the board.
- absence of unlawful discrimination pertaining to 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
- Active opposition to and avoidance of all forms of unlawful discrimination.

Thrombosis Ireland commits to;

- Encouraging equality in Thrombosis Ireland as good practice, as well as making practical sense
- Creating an environment or culture free of bullying, harassment, victimisation and unlawful discrimination, (both implicit and explicit) promoting dignity and respect for all and where individual differences and the contributions of all members and trustees are recognised and valued
- Take seriously, complaints of bullying, harassment, victimisation and unlawful discrimination by fellow members, suppliers, visitors, the public and any others in the course of Thrombosis Ireland’s activities, Where complaints are made, implement corrective and preventive actions

The commitments as per this policy will be reviewed and minutes by the board at the AGM or more frequently where issues arise to determine how the equality policy is working in practice, The review will considered the need for supporting action plans and further updates to the policy and adherence to same. The equality policy is fully supported by the Board of Thrombosis Ireland

References

- Equal Status Acts 2000 – 2004
- National Disability authority Act 1999