



Diversity & Equality Policy

Registered Charity No. 20154240

Version: 2024-01-29

Introduction

We are committed to promoting diversity and ensuring equal opportunities for all employees, volunteers, and the communities we serve. We recognize the value of a diverse workforce and are dedicated to creating an inclusive environment where everyone feels respected and valued, regardless of their age, gender, race, religious beliefs, disability, sexual orientation, or socio-economic background.

Purpose

This policy aims to:

- Promote equality of opportunity and diversity within the charity.
- Prevent and address issues of discrimination and unfair treatment.
- Create a supportive and understanding environment where all individuals can contribute and succeed.

4. Policy Statements

Equal Opportunities: We are committed to ensuring equal treatment and opportunities for all staff, volunteers, and beneficiaries.

Respect for Diversity: We recognize and value the diversity of backgrounds, perspectives, and experiences within our community. We are committed to fostering a culture of respect, where individual differences are appreciated and celebrated.

Inclusivity: We strive to create an inclusive environment where everyone feels they belong and can contribute their best work. This includes providing reasonable accommodation for individuals with disabilities and ensuring our programs and services are accessible to all.

Non-Discrimination: We do not tolerate any form of discrimination, harassment, or victimization. We take any complaints of such behavior seriously and will take appropriate action to address them.

Continuous Learning: We are committed to continuous learning and improvement in our diversity and inclusion efforts. This includes providing training and resources to our staff and volunteers on diversity, equity, and inclusion best practices.

5. Implementation

Responsibility: The responsibility for implementing this policy lies with the Board. However, all members of Thrombosis Ireland have a role to play in promoting diversity and inclusivity.

Training: Regular training on diversity and inclusion will be provided to all employees and volunteers.

Recruitment and Selection: Recruitment and selection procedures will be designed to be inclusive and promote diversity.

Monitoring and Review: This policy will be regularly reviewed and updated as necessary to ensure it remains effective and relevant.

6. Complaints Procedure

Any employee or volunteer who feels they have been discriminated against or subjected to any form of harassment should contact a member of the Board.