



Galway Community Circus

EQUAL OPPORTUNITIES EMPLOYER POLICY

2018

The Employment Equality Acts 1998 and 2004 outlaw discrimination on the grounds of Age, Race, Gender, Marital/Civil status, Family Status, Sexual Orientation, Religious Belief, Disability or Membership of the Traveller Community.

The company aims to create an environment in which equal opportunity is promoted as a means of developing the full potential of everyone involved in the organisation. The company and its staff commit themselves to equality of opportunity and to eliminate all forms of discrimination particularly as defined under the terms of the Employment Equality Acts 1998 and 2004.

The Aims of our Equal Opportunities Policy are:

- To promote equality of opportunity throughout the organisation, particularly in relation to the employment of staff.
- To ensure that no person is treated less favourably than another on grounds of: Age, Race, Gender, Marital/Civil status, Family Status, Sexual Orientation, Religious Belief, Disability or Membership of the Traveller Community. To prevent any form of discrimination (i.e. less favourable treatment), whether direct or indirect, against members of staff, prospective staff members, or customers of the company.

Employment Policy

It is our policy that the principles and practices of equality or opportunity should apply to all conditions of service of our employees, including recruitment, placement, selection, promotion, career development, training, remuneration, and special leave entitlements.

We believe that the composition of our workforce should as far as practicable and within the context of relevant employment legislation, broadly reflect that of the wider community in which we are based/which we serve particularly in terms of gender, disability and ethnic origin.

No member of staff will be penalised or treated less favourably because of pursuing rights by way of taking action, supporting action or giving notice of intention to take or support action under equality legislation. All employees are required to comply with this policy and are responsible for ensuring its practicable application. Any breaches of the Equal Opportunities Policy will be treated as misconduct under the company's disciplinary procedure.