



35 Eallagh,
Headford,
Co. Galway.

Contact No: 00353-86-0246749

Email: info@i4life.ie [Web: www.i4life.ie]

Charity No: 19298 // Company Reg No: 481858 // CRA: 20075521

i4Life: Equal Opportunities Policy:

Document developed by:	Committee: <ul style="list-style-type: none">• Maura Moran, CEO• Joan Whiriskey, Co. Sec
Document approved by:	Core Group
Approval date:	20 January, 2018
Revision date:	20 January, 2020 or earlier if required.
Version:	V1

The aim of this policy is to convey the commitment of the i4Life voluntary organisation and its Board to the promotion of equality of opportunity for all volunteers.

It is our policy to provide equality of volunteering to all, irrespective of:

- gender, including gender reassignment
- marital or civil partnership status
- having or not having dependents
- religious belief or political opinion
- race (including colour, nationality, ethnic or national origins, being an Irish traveller)
- disability
- sexual orientation
- age

As an organisation we are wholly opposed to all forms of unlawful and unfair discrimination. All members of the i4Life voluntary organisation will be treated fairly and will not be discriminated against on any of the above grounds. Decisions on volunteering, advancement, training or any other benefit will be made objectively, without unlawful discrimination, and based on skill and ability.

We as an organisation are very aware that the provision of equal opportunities in volunteering in all our activities will benefit the organisation. Our equal opportunities policy will help all members to develop their full potential and the talents and resources of the members will be utilised fully to maximise the effectiveness of the organisation.

i4Life recognises and welcomes the fact that there is a statutory duty to put into effect an equal opportunities policy. This policy applies to all volunteers applicants.

i4Life organisation is committed to the principles and practice of Equality and we greatly value the diversity of our volunteers. Our expertise and resources are to be accessible and



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beneficial to every child and adult regardless of gender, age, ethnic origin, religious belief, disability, marital status, sexual orientation, or any other personal characteristic which may unfairly affect a person's opportunities in life.

Equality commitments

We are committed to:

- promoting equality of opportunity for all volunteers.
- promoting a positive and appropriate learning environment in which all i4Life volunteers are treated with respect and dignity and in which no form of intimidation or provocation is tolerated
- preventing incidents of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- fulfilling all our legal obligations under the equality legislation and associated codes of practice
- complying with our own equal opportunities policy and associated policies
- taking lawful affirmative or positive action, where appropriate
- breaches of our equal opportunities policy by any volunteer or Board Member will be regarded as misconduct and will result in termination of a volunteers role in the i4Life organisation.

This policy is fully supported by the i4Life Board and will be reviewed at i4Life Board meeting 7th December 2017.

Implementation

The voluntary board and Directors of i4Life have an explicit responsibility for the effective implementation of this policy. We expect all volunteers to accept and abide by the policy and help to create the equality environment which is its objective.

In order to implement this policy we shall:

- Communicate the policy to all volunteers by including in our introduction pack for volunteers.
- i4Life organisation will ensure through appropriate training that it will not consciously, or unconsciously, discriminate in the selection or recruitment of volunteers.
- Ensure that adequate resources are made available to fulfil the objectives of the policy

Monitoring and review

i4Life voluntary organisation will begin appropriate information and monitoring systems to assist the effective implementation of our equal opportunities policy. The effectiveness of the equal opportunities policy will be reviewed two yearly and any action required will be taken.



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Complaints

Any i4Life volunteer who deem that they have suffered any form of discrimination, harassment or abuse are entitled to raise the matter through our agreed procedures. A copy of these procedures is available from Eithna Moran i4Life voluntary personnel coordinator. All complaints of discrimination will be dealt with seriously, promptly and confidentially.

Every effort will be made to ensure that any volunteer who makes a complaint will be treated in a fair and equitable manner. Any complaint of victimisation will be dealt with seriously, promptly and confidentially.

Date: _____

Signature: _____
Maura Moran.
Voluntary Director, i4Life