

IWS – Equality & Diversity Policy

Irish Water Safety is committed to a policy of equal opportunities in its employment practices (<http://www.iws.ie/about/documents.216.html>).

It is the responsibility of Managers and staff to ensure that this policy is implemented and a safe and secure workplace is provided to all employees. All employees can expect the opportunity to develop and progress within IWS on the basis of ability and merit.

What does equal opportunities mean to you?

Equal opportunities means that all employees can expect to receive equal and fair treatment. Managers and staff are responsible for ensuring that each worker is treated fairly.

The Equality Programme

The Equality Programme will offer confidential support to any member of staff who feels that he/she has been unfairly treated in any of the areas covered by the Employment Equality Act which prohibits discrimination in employment on nine distinct grounds. These are:

- Age
- Race
- Gender
- Religion
- Disability
- Family Status
- Marital Status
- Sexual Orientation
- Membership of the Traveller Community

The Equal Opportunity Policy applies to:

Recruitment

Advertising and recruitment practices must be unbiased and fair. Access and progression are based on ability and merit.

Working Arrangements and Conditions

A work environment compatible with work life balance should respect all employees and should not discriminate under any of the stated headings. Equal opportunities must exist for promotional prospects, in job classification and re-grading.

Training Opportunities

IWS encourages and supports training for all employees.

Dignity and Respect in the Workplace

IWS strives to provide a safe and secure working environment for all employees, where all workers respect each other and no aspect of bullying or sexual harassment is allowed to exist.

Bullying is repeated aggression, verbal, psychological or physical, conducted by an individual or group against another person or persons. Sexual harassment includes all forms of sexual abuse from unpleasant innuendoes and remarks to sexual assault.

Discrimination

Under the Employment Equality Act, direct and indirect discrimination are both illegal.

Direct Discrimination

Direct discrimination arises when one person is treated less favourably than another. This involves a comparison between different treatments experienced by two individuals in comparable situations.

Indirect Discrimination

Indirect discrimination occurs where requirement, practice or policy, which is not essential for the job, has a negative impact on a particular group, such as people with disabilities. Another example would be imposing low age entry levels or unnecessary height restrictions.

Contact:

Irish Water Safety, The Long Walk, Galway. info@iws.ie