



ANTI DISCRIMINATION POLICY STATEMENT

1. Legislation

In adhering to the above Policy Statement, members of Cork Constitution F.C. shall have regard to legislation, including:

Equal Status Act 2000
Equality Act 2000- 2011
Equal Status Act 2000- 2004
Employment Equality Acts 1998 to 2011

2. Definitions

“Discrimination” means treating someone unfairly because they happen to belong to a particular group of people – for example, because they are female, because they come from a particular ethnic group or because they have a disability. Discrimination is often the result of prejudice or negative stereotyping based on ignorance, fear or naivety.

Part 1 Forms of Discrimination

3. Sex Discrimination

This occurs when someone is treated unfairly or harassed because they are female and not male, or male and not female. Sexual harassment is a type of sex discrimination. The following types of unwanted or unwelcome behaviour may be sexual harassment:

suggestive behaviour
staring or leering
wolf whistling
sexual jokes
sexual propositions

4. Race Discrimination

This occurs when someone is treated unfairly or harassed because of their race, colour, nationality, ethnic or ethno-religious background.

5. Homosexual Discrimination

This occurs when someone is treated unfairly or harassed because of their sexual preference

6. Disability Discrimination

This occurs where someone is treated unfairly or harassed because they have a physical, intellectual, psychiatric, sensory or other form of disability or illness that has affected their body or brain structure or functioning. In accordance with legislative requirements, employers and others must make adequate services and facilities available unless it would cause them ‘unjustifiable hardship’ to do so.

7. Age Discrimination

This occurs when someone is treated unfairly or harassed because of their age.



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8. Other Forms of Discrimination

Other forms of discrimination may include incidents where someone is treated unfairly or harassed because of their religion, marital status, from a travelling community or because they are pregnant.

Part 2 Grievances

9. Consideration of Complaints

All complaints received should be referred to the Club Secretary, President and Chairman for consideration, also known as the Anti-Discrimination Committee. The Anti-Discrimination Committee has the right to co-opt an "expert" in an advisory, non-voting capacity as required. The Anti-Discrimination Committee should meet to consider the complaint within six (6) weeks of the date upon which the complaint was received.

10. Complaints Procedures

- (a) The Anti-Discrimination Committee shall advise all parties concerned that a complaint has been received. The person named in the complaint will be given an invitation to respond, in writing within a reasonable time frame.
- (b) The Anti-Discrimination Committee shall review all information and may investigate any circumstances of the complaint.
- (c) The Anti-Discrimination Committee may choose to:
 - (i) Accept a written response and mediate an understanding between the parties involved in the dispute.
 - (ii) Schedule a full hearing where all parties to the complaint may address the members of the Anti-Discrimination Committee.
- (d) The Anti-Discrimination Committee will make the decision whether or not disciplinary action should be taken and what form this action should take.
- (e) All parties will be informed of the decision in writing.

11. External Procedures

Nothing in this Part limits the ability of a complainant to seek redress from the Irish Anti-Discrimination Board or the Human Rights and Equal Opportunity Commission.

12. Time Frame

The Club makes a commitment to respond to each complaint quickly. All parties involved can expect to be informed of the Anti-Discrimination Committee decision and disciplinary action within eight (8) weeks of the complaint being filed. If this is not possible, all parties will be notified in writing of the progress of the complaint.

13. Disciplinary Action

Disciplinary action may include:

- (a) A letter to remind the person of the accepted standards of conduct expected by the Club.
- (b) Such further action, including suspension, as may be deemed appropriate by the Anti-Discrimination Committee of the organisation.