



**CYCLING
IRELAND**

Cycling Ireland Policy Number

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Cycling Ireland Equality Policy

Final

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1. INTRODUCTION

Cycling Ireland wish to be as open and inclusive a National Governing Body (NGB) as possible, and actively embrace and promote equality and diversity in all of our actions and decisions. We are committed to reaching out and promoting diversity, inclusion and equality in all our activities at all levels of our organisation and supporting all individuals within our organisation accordingly.

We want to make cycling as diverse, inclusive and equal a sport as possible, and are wholly committed to delivering this through the implementation of this policy at all levels of the organisation.

This equality policy outlines Cycling Ireland's commitment to being a progressive and open organisation, dedicated to equality at all times to all individuals in all circumstances as outlined in The Equal Status Acts 2000-2018 (The Acts), The Employment Equality Act 1998 and the Employment Equality Act 1998.

Cycling Ireland will not accept any discrimination on any of the nine grounds of discrimination as outlines by the above acts. They are: gender, race, age, disability, marital status, family status, sexual orientation, religion or membership of the Traveller Community.

We want to ensure employees, members or volunteers, are able to participate in the sport and work within the NGB without prejudice or discrimination, whether intentional or unintentional, direct or indirect.

Cycling Ireland, its member organisations, their clubs and their members will ensure that any discriminatory behaviour or language is addressed with appropriate sanctions and/or educational programmes implemented to ensure compliance with this policy and the creation of a safe, inclusive and welcoming environment for all.

2. IMPLEMENTATION

Cycling Ireland underlines its commitment to equality by appointing and supporting an equality officer.

Cycling Ireland will also:

- 2.1 Communicate on employment equality with employees, clients, business contacts, service providers, commissions, clubs and board.**
- 2.2 This Equality Policy will actively underpin all changes and developments within the organisation across all of its structures.**
- 2.3 Cycling Ireland has committed to equality at every level within the organisation, procedures, programmes and communications and made it a cornerstone in its Strategic Plan 2020-2024.**
- 2.4 Accommodate and support diversity across the nine grounds and develop necessary workplace and organisational flexibilities across all of our structures (commissions, clubs, board etc.).**
- 2.5 Build-in equality into job orientation in the organisation.**
- 2.6 Integrate the equality dimension into training, work experience and employment counselling opportunities.**
- 2.7 Develop equality of opportunity in promotions and progression including job regrading or reclassification.**
- 2.8 Develop a network with other enterprises and public bodies to ensure best practice on equality of opportunity in Cycling Ireland.**
- 2.9 Cycling Ireland will evaluate, monitor and review our equality policies and practices regularly.**
- 2.10 Cycling Ireland will strive for equality on its board and amongst it's staff, in order to develop a more inclusive and diverse organisation.**

3. DISCRIMINATION / HARASSMENT / BULLYING / VICTIMISATION

- 3.1** Cycling Ireland is committed to ensuring that its employees, members and competitors are able to conduct their activities in an environment that is free from harassment, intimidation or bullying.
- 3.2** Cycling Ireland regards discrimination, harassment or bullying, as described below, as gross misconduct. Any member of the organisation or affiliated club, who discriminates against any other person, may be liable to appropriate disciplinary action.
- 3.3** **Direct Discrimination:** This occurs by treating a person worse than someone else because of a protected characteristic. In the case of pregnancy and maternity this can occur if they have the protected characteristic without needing to compare treatment to someone else. Additionally, direct discrimination can occur because someone is thought to have a protected characteristic or because they associate with someone who has a protected characteristic.
- 3.4** **Indirect Discrimination:** This occurs by putting a rule or way of doing things that has a worse impact on someone with a protected characteristic than someone without one, when this cannot be objectively justified.
- 3.5** **Discrimination Arising From Disability:** This occurs by treating a person with a disability unfavourably because of something connected with their disability when this cannot be justified.
- 3.6** **Failing to make Reasonable Adjustment:** This occurs by failing to make reasonable adjustment for a person with a disability which cannot be justified.
- 3.7** **Harassment:** Is unwanted conduct which has the purpose or effect of violating someone's dignity or which is hostile, degrading, humiliating or offensive to someone with a protected characteristic or in a way that is sexual in nature. Sexual harassment is deemed to be any form of unwanted verbal, non-verbal or physical conduct of a sexual nature.
- 3.8** **Bullying:** Bullying is one form of personal harassment. It is the misuse of power or position to persistently criticise or to humiliate and undermine an individual's confidence.
- 3.9** **Victimisation:** Treating someone less favourably because they have taken (or might be taking) action under the Equality Act or supporting someone who is doing so.

4. DISCIPLINARY AND GRIEVANCE PROCEDURES

- 4.1 If an employee, member or volunteer believe that they have suffered inequitable treatment within the scope of the policy may raise the matter through the appropriate grievance procedure.
- 4.2 The first port of call for members is their club. All clubs must have a disciplinary procedure in place to deal with grievances that arise amongst their members.
- 4.3 If a matter cannot be resolved within the club within the policy of that club it must go to the associated Provincial Committee for resolution.
- 4.4 If this a matter remains unresolved at the Provincial level, then it can be raised with the Cycling Ireland to the Equality Officer from the Provincial Committee for resolution.
The Equality Officer will liaise with the CEO and the Safeguarding Officer (safeguarding@cyclingireland.ie) as appropriate. Issues may be brought to the Board of Cycling Ireland if the situation demands it.
- 4.5 Issues with regards to racing and results are dealt with under the current Cycling Ireland Technical Regulations and Procedures published on www.cyclingireland.ie.
- 4.3 Cycling Ireland is committed to ensuring that individuals feel able to raise any grievance and no employee, member or volunteer will be penalised for doing so unless it is untrue and not made in good faith.

5. SAFEGUARDING

All employees and members of Cycling Ireland must adhere to the Cycling Ireland Code of Conduct (contained within Cycling Ireland Technical Regulations <https://www.cyclingireland.ie/downloads/technicalrules2021.pdf>)

and the Safeguarding Procedures for Young and Vulnerable Cyclists when dealing with Youths, Juniors and Vulnerable Adults which can be found here:

<https://www.cyclingireland.ie/downloads/cyclingirelandsafeguardingpolicy.pdf>

6. REVIEW OF POLICY

- 6.1 We support the operation of an Equality Officer.**
- 6.2 The Equality Officer will be resourced.**
- 6.3 Cycling Ireland will evaluate, monitor and review our equality policies and practices regularly and update this policy accordingly.**

7. REFERENCES

Employment Equality Act 1998:

<http://www.irishstatutebook.ie/eli/1998/act/21/enacted/en/html>

Equal Status Acts 2000-2018 ('The Acts') <https://www.ihrec.ie/guides-and-tools/human-rights-and-equality-in-the-provision-of-good-and-services/what-does-the-law-say/equal-status-acts/>

Gender Recognition Act 2015:

<https://www.oireachtas.ie/en/bills/bill/2014/116/>

Cycling Ireland Technical Regulations:

<https://www.cyclingireland.ie/downloads/technicalrules2021.pdf>

Safeguarding Procedures for Young and Vulnerable Cyclists

<https://www.cyclingireland.ie/downloads/cyclingirelandsafeguardingpolicy.pdf>

Sport Ireland Safeguarding Guidance for Children & Young People in Sport

<https://www.sportireland.ie/sites/default/files/2020-01/safeguarding-guidance.pdf>