



Mental Health Ireland

DIVERSITY MANAGEMENT POLICY



This policy is in place to demonstrate this Organisation's commitment to diversity management and as recognition that difference in an Organisation can be a strength.



This policy applies throughout the Organisation.



It is the policy of this Organisation to recognise people as a key resource required for successful attainment of the Organisation's mission. In support of this, it is important to remember that differences between people, whether derived from their different backgrounds and personalities, cultures and/or their different abilities, can be a source of strength to the Organisation.

The Organisation is also committed to providing reasonable accommodation for a person with a disability, whether they are an applicant for employment or an Employee requiring special facilities. Reasonable accommodation will be provided subject to such measures not imposing a disproportionate burden on the Organisation.



In order to ensure that difference is respected in this Organisation a number of procedures are in place. These are listed below:

Equal Opportunities – This policy is in place to encourage a work environment free from discrimination.

Dignity at Work – Policies in relation to dignity at work include the Organisation's anti-harassment and sexual harassment policy and the anti-bullying policy. These policies have been established to help the Organisation provide a safe place of work free from harassment, sexual harassment or bullying, irrespective of an Employee's gender, civil status, family status, sexual orientation, race, religion, age, disability, or membership of the Traveller community.

Training and Development – This policy seeks to ensure that there is no discrimination in the selection process for training and development activities.

Recruitment and Selection – This policy makes a commitment to hiring the most qualified candidate for positions as they arise, and not to discriminate in the recruitment and selection process.

Grievance Procedure – This procedure is in place to ensure that should any Employee feel that they have been treated unfairly, they can bring this to the attention of Management in order to have the issue examined and resolved if possible.