



Shannon Rugby Football Club

Thomond Park, Limerick

Diversity ~ Equality ~ Inclusion Policy

ANTI-DISCRIMINATION LEGISLATION

Discrimination occurs when you are treated less favourably than another person because of your:

- Gender
- Civil status
- Family status
- Religion
- Sexual orientation
- Age
- Disability
- Race (including colour, nationality, ethnic or national origins) or
- Membership of the Traveller community.

This policy outlines the commitment of Shannon RFC to social inclusion and non-discrimination for all members, players, volunteers, supporters and visitors to Shannon RFC.

DIVERSITY

Recognises and values the full range of differences between people in society. Diversity acknowledges that integration into society can be influenced by a range of factors beyond the characteristics included within equality legislation, including, but not limited to, social, economic, educational and professional backgrounds, hierarchical level, nationality etc.

EQUALITY

Underpins the creation of a fairer society where everyone can participate and has the same opportunity to fulfil their potential. Equality, backed by legislation, is designed to :-

Address unfair discrimination, harassment and victimisation and

Advance equality of opportunity and

Foster good relations between people who share a protected characteristic and those who do not.

INCLUSION

Encompasses an individual's experience in society and the extent to which they feel valued and included.

Shannon RFC is committed, as a matter of policy, to ensuring that all members of the community are fully included in its activities. It is the policy of this Club that no member will be discriminated on the grounds of race, religion, ethnicity or any other reason. Committee Members, Coaches, Team Management and Club members are encouraged to support and influence participation by young people from disadvantaged backgrounds.

Within our Club property, Shannon RFC is committed to operating in accordance and within the Employment Equality Act 1998 and the Equal Status Act 2000 which outlaws discrimination in employment, vocational training, advertising, the provision of goods and services and other opportunities to which our members and visitors generally have access.

Discrimination is described in the Act as the treatment of a person in a less favourable way than another person. Within our Club and on all our teams, the club is inclusive of all minority groups.