

EQUAL OPPORTUNITIES POLICY

Foyle Pride Festival exists to promote Equality for all LGBT+ people in Derry City and Strabane. We aim to ensure that the organisation and festival work effectively for the full inclusion of all LGBT+ people and identities and we aim to actively challenge the exclusion or erasure of any group or identity.

We expect all team members to play their part in ensuring that Foyle Pride Festival represents all LGBT+ identities, groups and organisations as fully and fairly as possible.

Foyle Pride Festival is an equal opportunities organisation - we will make good faith efforts to comply with the spirit and letter of the equality laws. We will promote a good and harmonious working environment in which our team members and contracted staff will be treated with dignity and respect, and we will not discriminate unlawfully against or harass any person on the grounds of:

- race
- gender or gender identity
- pregnancy
- sexual orientation
- political opinion or national identity
- intersex status
- marital or relationship status
- disability
- age
- caring responsibility
- religious beliefs, no belief, or lack of a particular belief

We will also work to ensure that our workplace, volunteer and employment policies and practices do not unreasonably exclude or disadvantage any team members or contracted staff who have disabilities. We will always comply with the duty to make reasonable adjustments and we note that a failure to comply with that duty would be an act of unlawful discrimination.

CODE OF CONDUCT

Foyle Pride Festival operated a detailed Code of Conduct to ensure that covers everyone who volunteers for Foyle Pride Festival or is contracted by Foyle Pride Festival and it applies to everyone equally. The Code of Conduct covers all Foyle Pride Festival events, meetings, external events and meetings at any time of the year, social events and every occasion or event where someone is representing Foyle Pride Festival, for the duration of whole event – this is referred to as being ‘on duty’.

The Code of Conduct outlines all the expectations that we have for acting ethically and working as part of an effective team. You are expected to follow the Code of Conduct at all times when working and participating in Foyle Pride Festival activities.

The Code of Conduct outlines how we are expected to treat each other when representing Foyle Pride Festival in any way and outlines clearly that everyone at Foyle Pride Festival should expect to be treated with dignity and respect.

Foyle Pride Festival’s commitment to diversity means accepting and embracing difference and we strive to create an environment where everyone feels included and valued as an individual and as part of the team. Everyone has the right to volunteer free from discrimination, intimidation or harassment, including sexual harassment. Everyone has a personal responsibility to be aware of their own behaviour and the effect that it may have on others, you should always respect someone else’s identity and how they define it themselves.

YOUR RIGHTS

Our team members and contracted staff have a right to work in a good and harmonious environment that is free from discrimination and harassment and to complain about such behaviour should it occur.

The Code of Conduct details the level of behaviour that we and how we should treat other people when representing Foyle Pride Festival. We have an internal grievance procedure to deal with such complaints and we would encourage anyone to use it when they feel that they need to. All complaints will be dealt with seriously, promptly and confidentially.

Our internal grievance procedure does not replace the right of aggrieved contracted staff to also pursue complaints to an Industrial Tribunal or the Fair Employment Tribunal where this right applies. Those who wish to consider that option should take advice from the Equality Commission.

Anyone who makes a complaint of discrimination and harassment, and others who give evidence or information in connection with such complaints have a right not be victimised - this means that they will not be discriminated against or harassed in retaliation for their actions. Victimisation is also discrimination contrary to the equality laws and this policy.

YOUR RESPONSIBILITIES

Everyone at Foyle Pride Festival must follow with this policy as well as following the Code of Conduct. They must not themselves commit any acts of unlawful discrimination or harassment against any other person, such as other team members, volunteer applicants or people seeking to host event or people attending events. Such behaviour will not be permitted or condoned. We will treat it as breaching the Code of Conduct which may warrant dismissal from the organisation.

All our team members should pro-actively discourage discrimination and harassment by making it clear that they find such behaviour unacceptable and by supporting other team members who suffer such treatment. Any team member who is aware of any incident of discrimination and harassment should alert an Event Manager, Volunteer Co-ordinator or any other officer supervisor to ensure that it is dealt with.

OUR RESPONSIBILITIES

We will always work to implement this policy in full. This responsibility will be carried out by Volunteer Co-ordinators and all officers.

We will always:

- provide all team members and managers with a copy of this policy alongside the Code of Conduct and explain it to them
- ensure that all complaints of discrimination or harassment are dealt with promptly, seriously and confidentially and in accordance with our internal grievance procedure
- set a good example by treating all team members with fairness, dignity and respect
- be alert to unacceptable behaviour and will take appropriate action to stop it
- monitor all incidents of discrimination and harassment and review the effectiveness of this policy periodically

MONITORING

We will aim ensure that Foyle Pride Festival team members reflect the LGBT+ community as well as the wider community in Derry City and Strabane. We will review the composition of our team and our employment policies and practices every three years and, where appropriate we will consider taking affirmative action to promote fair participation where laid out in legislation and taking account of aim to ensure that we fully represent our community. We are committed to complying with these duties and have set up suitable arrangements to ensure that we do so.