



LOUGHINISLAND GAC

Equality Policy

1. Policy Statement

- 1.1. Loughinisland GAC recognises the importance of affording equity, equal opportunity, and fair treatment to all present and potential members.
- 1.2. The Club aims to ensure that all people irrespective of their age, gender, ability, disability, race, religion, ethnic, origin, creed, colour, nationality, social status, or sexual orientation have a genuine and equal opportunity to participate in Gaelic Games at all levels and in all roles. That is, as a beginner, participant, or performer, and as a coach, Official, referee, manager, administrator, or spectator.
- 1.3. It is the aim of the club in its relationships with its members, employees, job applicants and in the provision of its services, not to disadvantage any individual by imposing any conditions or requirements which cannot be justified. Failure to comply may result in disciplinary action being taken.
- 1.4. Direct discrimination is defined as treating a person less favourably than others are or would be treated in the same or similar circumstances.
- 1.5. Indirect discrimination occurs when a requirement or condition is applied which whether intentional or not, adversely affects a considerably larger proportion of people of one race, sex, marital status than another and cannot be justified on grounds other than race, sex or marital status.

2. Objectives

The clubs Equality policy has the following objectives:

- Appoint an Executive Level officer with responsibility for linking with special schools and catering for members with disabilities.
- Share good practice with other GAA/Sports Clubs
- Develop links with other sporting clubs through the Local Sports Council/Partnership to cater for disabled members.
- Link with relevant statutory bodies in the area of disability

Declaration

This document has been approved by the Club Executive Committee and serves as the working Disability and Special Needs Policy document of Loughinisland GAC.

Signed Jonathan Turley Date 10/1/2023
Secretary

Signed Ruise Kearney Date 10/1/2023
Chairperson