

---

# **The Equality Authority Annual Report 2010**

---

First published 29/07/2011

by

The Equality Authority  
Birchgrove House  
Roscrea  
County Tipperary

The Equality Authority  
2 Clonmel Street,  
Dublin 2

© 2011 Equality Authority

ISBN- 13 978-1-908275-26-4

The Equality Authority was established in 1999. It has a mandate to promote equality of opportunity and to combat discrimination in the areas covered by the Employment Equality Acts, the Equal Status Acts and the Intoxicating Liquor Act. It is a specialised equality body in Ireland for the promotion of equal treatment as required under the EU Race Directive and the amended Gender Equal Treatment Directive.

# Contents

---

Chairperson's Foreword	03
Chief Executive's Summary	06
The Board	10
Strategic Goals	12
01 <i>The Majority of People in Ireland are aware that they have rights and responsibilities under equality legislation and that they have statutory leave entitlements.</i>	12
02 <i>Enhanced access to redress under Irish equality legislation and EU Equal Treatment Directives for people experiencing discrimination.</i>	25
03 <i>A proactive approach by employers and service providers in key sectors to promote equality and achieve compliance with equality legislation.</i>	55
04 <i>Continuous enhancement of evidence for and understanding of equality issues.</i>	63
05 <i>Practical responses made to critical priority issues for groups experiencing inequality.</i>	70
06 <i>An effective and efficient Equality Authority.</i>	77
Appendix 1	79

---

---

# Chairperson's Foreword

---

*It is with a strong sense of shared achievement that I present the Equality Authority's Annual Report of 2010. This documents the significant progress of the second year of the 2009-2011 Strategic Plan. It documents how the Authority continued to build on strong partnerships within the equality sector while ensuring the successful delivery of projects, the reaching of targets and a continued excellent, proactive and easily accessible service to the public. It is an important record of a busy year.*

The Authority was proud to welcome the historic passing of the Civil Partnership Bill which brings recognition in 2011 to committed same-sex partnerships. The Authority has played a very active role in this development since its establishment, and we are delighted to have been a part of achieving this significant milestone on the goal to full equality. Full equal marriage for all couples remains the goal of the Equality Authority, but the enactment of this legislation and the substantial support of the members of the Oireachtas for the Bill is a clear indication that equality of rights is important to Irish society.

The provisions of this Bill will make a fundamental difference to the status of same-sex relationships in Ireland. The excellent campaigning work of organisations of and for LGBT people, such as GLEN, who regularly partner with the Equality Authority, deserves particular recognition. The Authority is proud to have such active and supportive partners in our shared goals.

The public remain engaged with our work and use our services consistently. The number of equality-based enquiries to the Public Information centre showed a large increase during the year.

Our legal work remains a pillar of our service delivery. Here we strategically review calls for assistance to ensure that we take on new and ground-breaking cases, test the law and vindicate rights of people experiencing inequality, discrimination and harassment. 116 new case-files were opened in 2010 and this work will lead to resolution of workplace and service delivery problems or will be constructively challenged before the Equality Tribunal or wider Courts. In addition almost 200 case-files were closed in 2010.

Disability and Gender cases topped the list of assistance granted, followed by Age and Race – a consistent and clear indicator that in a shrinking labour market, these

grounds can be impacted upon negatively and that the Employment Equality Acts are robust in combating anti-discrimination for minority groups in the Irish workplace.

Owing to the high level of service provision delivered by the public sector, it is unsurprising that this area continues to top the list of complaints under the Equal Status legislation. Only 35 new cases were opened in 2010, in line with trends in other areas, noting the increased importance of customer service in a shrinking marketplace.

The Equality Authority allots a significant portion of resources to vindicate the rights of individuals who experience discrimination or harassment. We also combat discrimination by being pro-active with partners to ensure equality compliance and prevent discrimination in employment or in the provision of goods, facilities and services.

The Equality Authority also welcomed the publication of the Law Reform Commission's recommendations on Legal Aspects of Family Relationships.

The Authority made a substantial submission to the Commission on this matter. This detailed submission seeks greater recognition of the diverse situations in which children are being parented in modern Ireland. The best interests of children require that greater diversity of parenting arrangements be acknowledged in the framing of family law, so that the responsibilities of the mother and father and all those in a parenting role are appropriately recognised. The Authority emphasised that policies and laws must place the child at the centre of all matters relating to his or her welfare. This necessarily requires that full regard be paid to the particular circumstances of every child's life, ensuring that both policy and the law are sufficiently flexible and responsive to the needs of children in all family units. We welcome the progression of extended family rights set out in this report and urge immediate legislative action to implement these improvements, as many families are in need of the recognition of all the circumstances that contribute to good parenting in our modern society.

Many of our actions received funding under the PROGRESS initiative of the European Union, providing a vital resource stream to action on equality in Ireland in 2010. The publication of the Equality Benefits Tool for public and private sector employers and service providers in 2010 was particularly useful in this regard. Our EU funded Equality Mainstreaming Unit provided a range of training and supports to a range of key partners, culminating in their conference "Mainstreaming Equality: Promoting Equality and Accommodating Diversity in Further Education, Training and Labour Market Programmes" in November 2010. Another important seminar was "Making Equality Count: Irish and International Approaches to Measuring Equality and Discrimination" a joint initiative with the Economic & Social Research Institute, University College Dublin, and the Central Statistics Office in June, whose papers were published in November by Liffey Press.

I welcome the publication of Guidelines for Second Level Schools in embedding Equality in School Development Planning and the work of our Research Section in producing Addressing Homophobic Bullying in Secondary Schools. The work of the Equality Authority in highlighting such issues in the education sector was a

---

key priority in 2010. This partnership with the education sector is important in identifying potential hazards and in agreeing positive remedies to eradicate the excesses of inequalities when our children first encounter structured society through our education systems.

2010 was a year of anniversary. We marked the decade since the introduction of enhanced equality legislation in Ireland with a series of events over a twelve month period, in cooperation with the Department of Community, Equality and Gaeltacht Affairs and the Equality Tribunal. Two conferences were held in Dublin Castle in October, to discuss the impact of the Employment Equality Acts and then to plan for the future.

I was heartened by the diverse participation and strong engagement by representatives of the State, academia, the legal profession, NGOs, social partners and colleagues old and new. The ideas presented and the commitment to another decade of equality was sincere and enlightening and created a forum for much thought and discussion – a fitting tribute to all who had contributed so much to the first decade of implementation of our equality legislation.

In writing this introduction in 2011, I am conscious that the 2010 Annual Report will be the final report presented by the current Board of the Equality Authority. The Board has demonstrated great commitment to the Authority and to the achievement of its goals of preventing and eliminating discrimination in all its forms, under the nine grounds. The considerable and diverse expertise brought by each member resulted in a collective talent which benefited the Equality Authority greatly.

Some considerable funding challenges were addressed during this period and the Board and staff met these challenges buoyed by their shared commitment to enhancing the quality of life for all citizens in Ireland. The Equality Authority emerged from a challenging period as a leading service provider for people experiencing discrimination and as a body that speaks with trusted authority on equality issues.

This Annual Report not only details the achievements of 2010 but is a barometer of the positive contribution that an innovative and dynamic organisation has achieved in changing times. I would like to thank the officials of the parent departments who have supported our work during this term, The Department of Justice, Equality and Law Reform, the Department of Community Equality and Gaeltacht Affairs and latterly the Department of Justice and Equality. I would also like to thank all of the staff of the Authority, and pay tribute to the group of talented and generous people who have served on the Board of the Equality Authority for the past four years as it reaches the end of its term in summer 2011.

**Angela Kerins**

*Chairperson*

*June 2011*

---

# Chief Executive's Summary

---

*2010 was a very busy and productive year for the Equality Authority. In common with others, we were managing a tighter budget, while seeking at all times to meet the objectives of the Equality Authority's Strategic Plan 2009 - 2011 'Equality for All in a Time of Change'. Delivering the Business Plan 2010 derived from that Plan, as well as addressing new issues that arose in the period were priority objectives for the organisation.*

Under the guidance and support of the Board of the Equality Authority, and the commitment, diligence and flexibility of the staff of the organisation, key targets were met, work continued in the specific areas identified in the Strategic Plan, the financial affairs were properly managed, and morale was maintained.

During 2010, the Ministerial and Departmental responsibility for the Equality Authority was moved from the (then) Department of Justice, Equality and Law Reform, to a new Department of Community, Equality and Gaeltacht Affairs. The positive support of the Department of Justice, Equality and Law reform in its dealings with the Equality Authority while under its aegis is hereby acknowledged and appreciated.

The changeover from one Department to another inevitably brought some challenges, but the goodwill and skill of both the staff of the Equality Authority and the Department of Community Equality and Gaeltacht Affairs ensured that these were minimised. The courtesy and commitment of the new colleagues, as well as those with whom we continued to work, was very much appreciated.

This change of Department also included the appointment of Ms Mary White T.D., as Minister of State with responsibility (inter alia) for Equality. The Board invited the Minister of State to meet them early in her term, and briefed her on the objectives and activities of the Equality Authority. At that meeting, the Minister of State advised the Board that she proposed to carry out a strategic Review of Equality and Human Rights infrastructure in Ireland. Subsequently, P.A Consultants were commissioned to carry out the Review, and it was completed and submitted to the Minister of State. It is understood that it is under consideration.

---

The executive staff of the Equality Authority work under the direction and oversight of the Board, and that work is monitored through a written reporting system submitted by the Chief Executive Officer and discussed at each Board meeting (10/11 per year). The programme of work is designed to meet the objectives of the Strategic Plan (a three year programme) and is delivered through the annual Business Plan and associated budget. The work programme also accommodates adapting to new circumstances or issues which may arise. It is important to note that, the executive staff, while operating within the organisational structures of the Authority, also adapt and demonstrate great flexibility in supporting delivery of the Business Plan. This work ethic and adaptability are much appreciated.

The work of the Equality Authority and delivery of the Business Plan is implemented and managed across five operational sections: Administration and Finance Section, Communications Section, Development Section, Legal Section and Research Section. During 2010 each Section continued to deliver the programme of work and key achievements and highlights are set out hereunder. These activities are delivered from both the Roscrea office and the Dublin office, and strong liaison and communication between both centres ensures that the work is carried out efficiently and effectively.

The targeted objectives of the Equality Authority's Business Plan include awareness raising regarding rights under equality legislation; pursuit of strategic legal casework; encouragement and support for initiatives to promote equality, value diversity, and combat discrimination; building the evidence base on current inequality, diversity, and discrimination; informing and enhancing public understanding of equality issues; disseminating and communicating information to the public; and building and developing the skills and capacity of the organisation to meet our goals in the particular and challenging context of limited resources and the overall economic environment.

In 2010 the Administrative and Financial Section of the Authority focused on enhancing systems and reporting structures. Some internal reassignment of functions streamlined the business processes as did the installation of new financial software. While it was challenging to manage these improvements while a changeover in Departmental structures occurred, the energy and professionalism of the Section ensured that this was a smooth transition in all respects.

Staffing levels at year end stood at 35 overall, and all staff have demonstrated their commitment to identifying opportunities for improving systems, developing synergies internally and externally, and cross reporting. This is in keeping with the Croke Park Agreement as well as in the interests of overall efficiency, flexibility and customer service generally. While for operational purposes staff are assigned to specific Sections, it is the experience and practice that staff are mobile in supporting actions and activities across the remit of the organisation. The organisation has experienced and coped well with significant reductions over the recent past and is prepared to do so in the future. However, it will be necessary

to monitor capacity and assess implications of further pressures on resources so as to ensure that the core remit of the Equality Authority is not jeopardised.

The Communications Section includes the Public Information Centre (PIC) based in Roscrea which deals with enquiries from the public in relation to our legislative remit. The total number of queries dealt with by the PIC in 2010 exceeded the combined targets set by 345 queries, and showed a shift in emphasis. Where previously the dominant trend related to Maternity, Parental and Adoptive leave issues (the 'family leave cluster') the trend has shifted to Employment Equality and Equal Status issues (the 'equality legislation' cluster). The production and launch of an EU PROGRESS funded Employment Rights Rule Book, a joint project with the National Employment Rights Agency, may have been one contribution to this shift, as well as the change in economic circumstances generally. The highest numbers of queries combined across both the Employment Equality Acts and the Equal Status Acts related to the grounds of Disability, Age, Gender, and Race. Participation continued in training seminars, information talks and hosting stands at numerous conferences and events.

One of the most significant of the events was the 10th Anniversary Conference, celebrating 10 years of Equality Legislation, entitled 'Equality in Ireland, A 20 20 Vision'. This Conference, partnered with the Equality Tribunal and the Department of Community, Equality and Gaeltacht Affairs, was a particular success, and attracted both inspiring and challenging speakers as well as a strong attendance.

The Development Section continued to develop equality partnerships with a wide range of public and private sector organisations. We worked intensively with public sector bodies such as VECs and local authorities, encouraging them to maintain a focus on equality at a time of increased demand for services. Through our EU-funded Equality Mainstreaming Unit, we supported projects for groups experiencing labour market disadvantage such as Travellers and female migrant workers in the mushroom picking sector. At the same time, we continued to promote the equality benefits for business, supporting employer-focused projects on a range of equality issues, including workplace diversity.

Education remained a priority area for us in 2010. We produced guidelines on school development planning, provided training for schools on combating homophobic bullying and developed a module on stereotyping for the second-level curriculum. We also began work on new equality issues in 2010. We were delighted to participate in the See Change campaign to tackle the stigma suffered by people experiencing mental health issues. Similarly, we marked the European Year for Combating Poverty and Social Exclusion 2010 with an EU-funded seminar, 'Making the Link', which explored the links between equality and social inclusion for migrant communities.



---

Legal advice and representation is a key strand of the Equality Authority's remit and offers real and practical access to redress in certain cases. During the year the Legal Section continued to represent clients and to take on new case work based on the priorities and criteria set down by the Board. The number of case-files processed reflects the resources and capacity of the section. It is not a measure of the extent of discrimination or the level of demand for the Authority's services. The Equality Authority highlighted the strategic case law developed in Ireland and the EU over the past decade in the area of equality in goods and services in an EU PROGRESS-funded conference and subsequent publication, 'Expanding Equality Protections in Goods and Services: Irish and EU Perspectives'.

The overall aim of the Equality Authority's Research Section is to deliver programmes of research to enhance knowledge and understanding of discrimination and inequalities. This research covers the nine grounds covered by the equality legislation and also relevant policies and programmes to address these inequalities. Supporting the development of good practice in measuring discrimination is a particular priority. One highlight of a busy and productive year was the conference held in June 2010 entitled 'Making Equality Count: Irish and International Approaches to measuring Equality and Discrimination' which attracted a large audience and a distinguished panel of speakers. The conference was jointly organised by the Authority, the Economic and Social research Institute, the Central Statistics Office and the UCD Geary Institute. It was funded through the EU PROGRESS Fund.

Overall 2010 has been a very constructive and productive year. It saw a changeover in Departments, a new Minister, numerous internal adjustments and management of change. It included participation in the major Review by PA Consultants on behalf of the Minister of State and management of some key conferences as well as publication of important reports. All of this has been executed under the direction and guidance of the Board, the willing and expert work of the staff, the strong support of key partners, and the Grant-in-Aid provided by the Government as well as access to funding from the European Union.

As CEO I am grateful for all of these contributions and wish to express my appreciation accordingly to all of our supporters and stakeholders.

**Renée Dempsey**

CEO

# The Board

During the course of the year there were ten Board meetings.

**Dr. Angela Kerins (Chairperson)**

**Christy Lynch (Vice-Chairperson)**

**Nigel Brander**

**Seán Fogarty**

**Salome Mbugua**

**Peter White**

**Ellen Mongan**

**Rhona Murphy**

**Betty O'Leary**

**Paddy Maguinness**

**Kieran Rose**

**Linda Tanham**

**Niall McCutcheon**

**David Joyce**

**Lynn Jackson**

One member, Mr Niall McCutcheon Principal Officer, Department of Justice and Law Reform resigned from the Board in May 2010 having been appointed Director of the Equality Tribunal. Mr David Joyce and Ms Linda Tanham were appointed to the Board in January 2010.

Anne Davis was Secretary to the Board.

## BOARD MEMBERS ATTENDANCE AT BOARD MEETINGS

Board Member	Meetings Attended in 2010	Board Member	Meetings Attended in 2010
Angela Kerins	9	Rhona Murphy	8
Christy Lynch	6	Peter White	8
Kieran Rose	9	Paddy Maguinness	8
Nigel Brander	6	David Joyce	7
Salome Mbugua	4	Seán Fogarty	10
Ellen Mongan	8	Niall McCutcheon	3*
Betty O'Leary	8	Linda Tanham	7
Lynn Jackson	7	<i>*Mr McCutcheon resigned in May 2010</i>	

---

# Committees of the Board

---

*The board has five working committees: **the Finance Committee, the Legal Committee, the Personnel and Administration Committee, the Audit Committee and the Board's Governance Committee.***

---

**Legal Committee:**

Betty O'Leary (Chairperson)  
Kieran Rose  
Ellen Mongan  
Rhona Murphy  
Christy Lynch

*Four meetings were held.*

**Finance Committee:**

Nigel Brander (Chairperson)  
Salome Mbugua  
Christy Lynch  
Paddy Maguinness  
Seán Fogarty

*Four meetings were held.*

**Personnel & Administrative Committee:**

Angela Kerins (Chairperson)  
Christy Lynch  
Rhona Murphy  
Seán Fogarty  
Peter White  
Ellen Mongan  
Lynn Jackson

*One meeting was held.*

**Audit Committee:**

Derek Staveley (Chairperson)  
David Scott  
Nigel Brander  
Kieran Rose

*Four meetings were held.*

*Chairperson of the Audit Committee addressed the Board on one occasion in 2010*

*The Board's Governance Committee did not meet in 2010.*

# Strategic Goals

## Rights & Responsibilities

**Strategic Goal 1:** *The majority of people in Ireland are aware that they have rights and responsibilities under equality legislation and that they have statutory leave entitlements.*

### Tenth Anniversary Conferences

The Equality Authority welcomed the partnership with the Equality Tribunal and the Department of Justice, Equality and Law Reform in marking a decade of progress for Irish society in its promotion and defence of rights under the equality legislation.

During this decade, the Equality Authority dealt with over 100,000 enquiries from the public, created partnership public awareness campaigns on issues such as anti-racist workplaces, work life balance, ageism, integrated workplaces, reasonable accommodation for people with disabilities, homophobic bullying in schools and the promotion of equal opportunity. Our extensive research programme across the nine grounds, coupled with important initiatives in the private, public, community and voluntary sectors has made a real difference in resourcing and bringing people towards equality compliance and in accessing the many social and economic benefits that result from best practice. Our legal casework has resulted in many significant settlements and awards by the Equality Tribunal and in the main courts service providing remedy and redress to victims of discrimination since 1999. In this context it was important to mark the contribution of implementing enhanced equality legislation over this decade.

The State equality partners announced a series of initiatives to mark the 10th anniversary year (October 2009 to October 2010). The Employment Equality Act (1998) was implemented on October 18th 1999 and the Equal Status Act (2000) was first implemented on October 25th 2000. The State partners organised two one day international conferences on our employment equality legislation in Dublin Castle in October 2010. A second event was held on

‘Equality in Ireland: A 20 20 Vision’ which explored the potential for progress in the next decade. A panel of expert Irish and international contributors presented a series of insightful and thought provoking papers to a large and diverse audience over the two one day events. It is hoped to publish these proceedings. This programme charted and analysed our progress as a society over the first decade but yielded important data, debate and indicators for more progress in the next decade.

## **Objective 1: To Raise Awareness of Rights Under Equality Legislation**

A key role of the Equality Authority is to raise awareness amongst the public of their rights under the equality legislation. The Authority applies a range of communications strategies including:

- (a) The provision of information to callers to the Authority’s Public Information Centre (PIC) call centre, which is based in the Roscrea office.
- (b) The provision of an Equality Authority website and the dissemination of the Equality News e-zine.
- (c) The provision of information stands, presentations, training and attendance at meetings of strategic relevance.

### **(a) The Public Information Centre (PIC)**

The Equality Authority has an information function in relation to:

- The Employment Equality Acts 1998 to 2008;
- The Equal Status Acts 2000 to 2008;
- The Maternity Protection Acts 1994 and 2004;
- The Adoptive Leave Acts 1995 and 2005 and
- The Parental Leave Acts 1998 and 2006.

The Equality Authority’s Public Information Centre (PIC) deals with enquiries from the public in relation to these five pieces of legislation. The Maternity, Parental and Adoptive leave legislation can be known as the “family leave” cluster while the Employment Equality and Equal Status elements fall under the general title of “equality legislation”. We can give information and process a query into a potential case under the equality legislation. We have no legal functions under the ‘Family Leave’ cluster and provide an ‘information only’ service on this legislation. For the past decade the majority of queries dealt with by the PIC were in the Family Leave cluster, and the Strategic Plan set out an ambition to balance the demand between both clusters. The Strategic Plan for 2009-2011 set a target for the PIC of handling a combined total 8,000

queries for both clusters in each year of the new Strategic Plan. The total number of queries dealt with by the PIC in 2010 exceeded the 8,000 combined equality and family leave legislation target by 345 queries as compared to a total of 8150 in 2009. There has in addition to this been a significant shift in activity in favour of equality legislation based queries. This may be partly due to the production of an Employment Rights Rule Book, a joint project with the National Employment Rights Agency (NERA), funded under the EU's PROGRESS initiative which also included a public awareness campaign. Demand significantly increased in the PIC in 2010 in the months where the public awareness campaign was active.

There is a difference between the number of calls to the PIC and the number of queries recorded as one caller may raise a number of cross ground queries in one phone call. The report therefore quantifies the number of queries logged under each ground in line with practice established for the past ten years.

Information is provided to the public in a number of formats including:

- A designated public information telephone service;
- A voice mail option on our Lo-Call number with frequently asked questions (FAQ's) on the Maternity Protection Acts and the Parental and Adoptive Leave Acts and an option to speak directly to a communications officer;
- Regularly updated information on our website **www.equality.ie**;
- An e-mail contact system via **info@equality.ie**;
- Provision of materials through Citizen Information Centres and City and County Libraries or by request;
- Booklets providing information in various formats and languages on all five pieces of legislation;
- Information videos/DVDs on the equality legislation; and
- A public equality library resource at the Dublin office.

### **Overview of queries received by the Public Information Centre in relation to the equality legislation.**

Queries include requested information and enquiries from the public via telephone, letter or email.

During 2010, the Equality Authority dealt with 8,345 enquiries from the public on the five pieces of legislation under its remit. This represents a 4% increase over the planned target of 8,000 agreed in the Strategic Plan. The percentage of queries received in 2010 regarding equality legislation increased considerably in comparison to 2009. For the first time equality legislation based queries were almost 59% of the total – reversing previous trends, with family leave queries just in excess of 41%. Employment rights queries grew by 1,109 – the biggest ever annual increase of 60%, reflecting the current pressures on employment and the demand for updated guides to the legislation. There has been a 21% increase in the number of queries under the provision of goods and services.

Requests for information as a result of the Employment Rights Rule Book were logged under employment equality queries.

#### PERCENTAGE OF TOTAL QUERIES

	2009		2010	
	Queries	%	Queries	%
Employment Equality Acts	1721	21.1	2830	33.9
Equal Status Acts	1649	20.2	2075	24.9

A significant number of enquiries to the Public Information Centre are contextually broad and all do not directly tally with the wide range of topics on our database. In 2009 the top three queries by ground were recorded under Age, Disability and Gender. These remained in the top three for 2010 but in a different order. The order under the Equal Status Act queries remains the same for 2010 as it was in 2009. Of those that included sufficient information, the following can be ascertained:

#### KEY GROUNDS OF DISCRIMINATION CITED:

Employment Equality Acts		Equal Status Acts	
Gender	(158 queries)	Disability	(202 queries)
Age	(136 queries)	Age	(139 queries)
Disability	(121 queries)	Race	(91 queries)

#### KEY ISSUES CITED:

Employment Equality Acts Equal Status Acts	Equal Status Acts
General Information (682 queries)	General Information (472 queries)
Working Conditions (155 queries)	Provision of Services (151 queries)
Access to Employment (137 queries)	Educational Establishments (99 queries)
Dismissal (117 queries)	Access to pub/nightclub (38 queries)
Harassment (100 queries)	Accommodation (38 queries)

---

**QUERIES UNDER THE EMPLOYMENT EQUALITY ACTS DURING 2010**

<b>Type and Number of Query</b>		<b>Regional Breakdown</b>	
General Information	682	Dublin	607
Dismissal	117	Rest of Leinster	304
Access to Employment	137	Munster	412
Working Conditions	155	Connacht	216
Sexual Harassment	13	Ulster (ROI)	59
Bullying	52	Ulster (NI)	0
Equal Pay	26	Not Specified	1,232
Access to Promotion	24	<b>Total</b>	<b>2,830</b>
Equal Opportunities	20		
Positive Action	20	<b>County</b>	
Harassment	100	Carlow	15
Victimisation	8	Cavan	12
Job Advertisements	9	Clare	53
Constructive Dismissal	15	Cork	206
Workplace Anti-Racism	4	Donegal	32
Vocational Training	2	Dublin	607
Access to Trade Union	0	Galway	119
Other	1,446	Kerry	25
<b>Total</b>	<b>2,830</b>	Kildare	51
		Kilkenny	40
		Laois	13
		Leitrim	7
		Limerick	69
		Longford	7
		Louth	33
		Mayo	43
		Meath	38
		Monaghan	15
		Offaly	33
		Roscommon	25
		Sligo	22
		Tipperary	26
		Waterford	33
		Westmeath	29
		Wexford	22
		Wicklow	23
		Not Specified	1,232
		Northern Ireland	0
		<b>Total</b>	<b>2,830</b>

  

<b>Ground</b>	
Age	136
Disability	121
Gender	158
Race	113
Family Status	18
Marital Status	15
Sexual Orientation	10
Traveller Community	02
Religion	7
Not specified	2,250
<b>Total</b>	<b>2,830</b>



### QUERIES UNDER THE EQUAL STATUS ACTS DURING 2010

<b>Type and Number of Query</b>		<b>Regional Breakdown</b>	
General Information	472	Dublin	708
Provision of Service	151	Rest of Leinster	150
Educational Establishments	99	Munster	153
Access to Pub/Nightclub	38	Connacht	65
Accommodation	38	Ulster (ROI)	26
Banking/Loans	19	Ulster (NI)	6
Transport	11	Not Specified	967
Reasonable Accommodation	22	<b>Total</b>	<b>2,075</b>
Registered Clubs	16		
Car Insurance	19	<b>County</b>	
Access to Shop	10	Carlow	8
Harassment	17	Cavan	11
Advertising	7	Clare	17
Victimisation	4	Cork	54
Mortgage Protection	6	Donegal	13
Best Practice	6	Dublin	708
Health Insurance	17	Galway	37
Other	1,123	Kerry	11
<b>Total</b>	<b>2,075</b>	Kildare	27
		Kilkenny	8
		Laois	12
		Leitrim	4
		Limerick	18
		Longford	6
		Louth	23
		Mayo	8
		Meath	11
		Monaghan	2
		Offaly	17
		Roscommon	7
		Sligo	9
		Tipperary	30
		Waterford	23
		Westmeath	14
		Wexford	8
		Wicklow	16
		Not Specified	967
		Northern Ireland	6
		<b>Total</b>	<b>2,075</b>
<b>Ground</b>			
Disability	202		
Age	139		
Race	91		
Gender	66		
Traveller Community	38		
Family Status	24		
Sexual Orientation	21		
Marital Status	29		
Religion	27		
Not specified	1,438		
<b>Total</b>	<b>2,075</b>		

.....

.....

**Objective 2:** To Raise Awareness Of Statutory Leave Entitlements Under The Maternity Protection Acts, Parental Leave Acts and Adoptive Leave Acts

.....

Overview of queries received by the Public Information Centre in relation to the "family leave" cluster.

There has been a decline in the number of queries under Family Leave legislation. A number of influences will have affected this, including a lack of resources for a targeted public awareness campaign, the unpaid element of parental and additional leave, and unemployment. Adoptive Leave showed a small increase numerically. The Employment Rights Rule Book also includes new and updated Guides to the Family Leave Acts. Information requests were registered under our employment equality statistics only. With regard to the "family leave cluster" the percentage of queries received in 2010 is down when compared with 2009:

.....

**FAMILY LEAVE**

	2009		2010	
	Queries	%	Queries	%
Maternity Protection Acts	3632	44.5	2523	30.2
Parental Leave Acts	1092	13.4	846	10.1
Adoptive Leave Acts	61	0.8	71	0.9

As with queries regarding the equality legislation, queries under the "family leave" cluster can be quite broad and a significant number do not include full details. Of those that included sufficient information, the following can be ascertained:

**Key Issues Cited:**

Maternity Protection Acts

Leave Entitlements  
Return to Work  
Annual Leave  
Public Holidays  
Redundancy

## Parental Leave Acts

General Entitlements  
Force Majeure Leave  
Broken Leave  
Notification of Leave  
PRSI Contributions

## Adoptive Leave Acts

Leave Entitlements  
Foreign Adoption  
Certificate of Placement  
Additional leave

**QUERIES UNDER THE MATERNITY PROTECTION ACTS DURING 2010**

<b>Type and Number of Query</b>	<b>County</b>
Leave Entitlements 399	Carlow 12
Return to Work 310	Cavan 9
Redundancy 179	Clare 19
Annual Leave 257	Cork 93
Public Holidays 215	Donegal 11
Additional Maternity Leave 185	Dublin 453
Notification 133	Galway 39
Ante-Natal/Post-Natal Care 94	Kerry 15
Time Off For Breast Feeding 43	Kildare 29
Leave For Fathers 25	Kilkenny 14
Ante-Natal Classes 18	Laois 10
Other 402	Leitrim 11
<b>Outside the scope of the Acts:</b>	Limerick 31
- Social Welfare Benefit 148	Longford 2
- Paternity Leave 71	Louth 24
- Sick While Pregnant 44	Mayo 13
<b>Total 2,523</b>	Meath 18
	Monaghan 9
	Offaly 17
	Roscommon 5
	Sligo 9
	Tipperary 42
	Waterford 21
	Westmeath 15
	Wexford 17
	Wicklow 25
	Not Specified 1,560
	Northern Ireland 0
<b>Total 2,523</b>	<b>Total 2,523</b>

  

<b>Regional Breakdown</b>	
Dublin 453	
Munster 221	
Rest of Leinster 183	
Connacht 77	
Ulster (ROI) 29	
Not specified 1,560	
<b>Total 2,523</b>	

### QUERIES UNDER THE PARENTAL LEAVE ACTS DURING 2010

<b>Type and Number of Query</b>		<b>County</b>	
General Entitlements	259	Carlow	4
Force Majeure Leave	185	Cavan	4
Broken Leave	145	Clare	11
Notification	42	Cork	38
Annual Leave	28	Donegal	3
Public Holidays	23	Dublin	177
Pay	9	Galway	20
Other	83	Kerry	9
<b>Outside the scope of the Acts:</b>		Kildare	16
- PRSI Contributions	39	Kilkenny	6
- Disputes	28	Laois	9
- Sick While On Parental Leave	3	Leitrim	3
- Social Welfare Benefit	2	Limerick	23
<b>Total</b>	<b>846</b>	Longford	2
		Louth	8
		Mayo	8
		Meath	12
		Monaghan	1
		Offaly	11
		Roscommon	2
		Sligo	5
		Tipperary	21
		Waterford	9
		Westmeath	3
		Wexford	11
		Wicklow	10
		Not Specified	419
		Northern Ireland	1
		<b>Total</b>	<b>846</b>
<b>Regional Breakdown</b>			
Dublin	177		
Munster	111		
Rest of Leinster	92		
Connacht	38		
Ulster (ROI)	8		
Ulster (NI)	1		
Not specified	419		
<b>Total</b>	<b>846</b>		

---

**QUERIES UNDER THE ADOPTIVE LEAVE ACTS DURING 2010**

<b>Type and Number of Query</b>		<b>County</b>	
Leave Entitlements	25	Carlow	1
Foreign Adoption	15	Cavan	0
Additional Leave	2	Clare	2
Public Holidays	2	Cork	1
Annual Leave	1	Donegal	0
Certificate Of Placement	5	Dublin	12
Notification	0	Galway	1
Return To Work	0	Kerry	2
Other	16	Kildare	1
<b>Outside the scope of the Acts:</b>		Kilkenny	0
- Social Welfare Benefit	3	Laois	0
- Disputes	2	Leitrim	0
<b>Total</b>	<b>71</b>	Limerick	1
		Longford	1
		Louth	1
		Mayo	0
		Meath	2
		Monaghan	0
		Offaly	0
		Roscommon	0
		Sligo	1
		Tipperary	1
		Waterford	1
		Westmeath	0
		Wexford	2
		Wicklow	0
		Not Specified	41
		Northern Ireland	0
		<b>Total</b>	<b>71</b>
<b>Regional Breakdown</b>			
Dublin	12		
Munster	2		
Rest of Leinster	8		
Connacht	8		
Ulster (ROI)	0		
Not specified	41		
<b>Total</b>	<b>71</b>		

.....

.....

**Objective 3:** To Raise Awareness of Responsibilities  
Under Equality Legislation

.....

**(b) The Equality Authority website and Equality News e-zine**

The Equality Authority website [www.equality.ie](http://www.equality.ie) was maintained and updated throughout the year with 292,296 visits to the home page and 1,181,850 pages viewed.

Three editions of the Equality News were published in an e-zine format. These were issued to 3,760 organisations and individuals.

In 2010, we upgraded our IT system to track downloads of our online publications. The statistics for the download pages for the information booklets between the 1st of July and 31st of December 2010 are as follows:

.....

**DOWNLOADED PUBLICATIONS**

	<b>July - Dec</b>	<b>Annual Average</b>
Employment Equality Acts 1998 - 2008	7810	15620
Equal Status Acts 2000 - 2008	3240	6480
Maternity Protection Act 1994 - 2004	2838	5676
Parental Leave Acts 1998 - 2006	1974	3948
Adoptive Leave Acts 1995 - 2005	1155	2310

---

**(c) (i) Training**

Presentations and training were provided to the following organisations during 2010.

**Training:**

- GAA, Ballyhaunis
- GAA, Limerick
- GAA, Dublin
- GAA, Portlaoise
- Doras Luimní, Limerick
- Women's Community Projects, Mullingar
- Dublin City Council Customer Service, Dublin
- EEOC, Israel
- ESBOA, Dublin
- Dept. of Education, IVEA, VECs, Dublin
- Commercial Mushroom Producers, Cavan
- Tullamore Community Training Centre, Tullamore
- Joint Social Welfare Summer School, Belfast
- LGMA, Dublin
- ICTU/SIPTU College, Dublin
- Artane-Coolock Resource Development Centre, Dublin
- Drumcondra Education Centre, Dublin
- Irish Association of Supported Employment, Dublin
- Institute of Payroll Managers IPASS, Dublin
- Training session on equality legislation to the Citizens Information Board

**Presentations:**

- Equality Diversity Network, Dublin
- Delegation of Finnish Teachers
- ESB Joint Equality Council
- Romanian Centre for Partnership and Equality
- Launch of ESB Equality and Diversity Week
- IASE Study Visit
- NWCi Roundtable on Charter for Women's Equality
- Positive Ageing Consultation, Clane, Co. Kildare
- Positive Ageing Consultation, Clontarf Castle, Dublin
- Launched the anti-harassment policy of An Bord Pleanála

**(ii) Information Stands and Events**

During 2010, the Equality Authority continued its outreach information programme and participated in training seminars, information talks and hosting information stands at a number of conferences and events including:

- The Lifelong Learning National Conference, Royal Hospital, Kilmainham organised by Pobal.
- MANDATE biennial Delegate Conference – Galway.
- IMPACT Conference in Kilkenny.
- Access to Rights Initiative in association with the Citizen’s Information Centre hosted an Information Clinic at St. Vincent’s Hospital, Dublin and Tullamore, Co. Offaly.
- The Business Case for Diversity Management in Dundalk. Organised by Co. Louth Enterprise Board.
- E.U. Circus/Directorate General Employment Tent in Dundrum Town Centre, Temple Bar and Galway.
- See Change Seminar on Mental Health Stigma and Discrimination in Ennis.
- National Ploughing Championship in Athy, Co. Kildare.
- Making the Link Seminar on Equality, Social Inclusion, Minority Ethnic Communities in Dublin 8.
- Equality Mainstreaming Conference – Promoting Equality and Accommodating Diversity in Further Education Training and Labour Market Programmes.
- 10th Anniversary Conference. ‘Equality in Ireland A 20 20 Vision’.

Equality Authority Staff and Board members also attended a range of seminars, events and conferences during the year.



---

## Access To Rights

---

**Strategic Goal 2:** *Enhanced access to redress under Irish equality legislation and EU Equal Treatment Directives for people experiencing discrimination.*

---

**Objective 1:** Pursue Strategic Casework within the Resources Available to Further the Elimination of Discrimination

---

### 1. Overview of Equality Authority Legal Casework Activity 2010

People who contact the Equality Authority often expect to be provided with what amounts to detailed legal advice over the phone. The Equality Authority is not in a position to provide this. People who contact the Public Information Centre will have access to information on the legislation and will be informed of the current strategic enforcement criteria. Cases will usually only be referred to the legal section if they appear to come within the current criteria. Cases are then assigned to a solicitor who will bring the claim to the stage where an application for representation will be considered by the Chief Executive Officer. At the outset the Equality Tribunal and/or the Labour Court will be informed that a claimant is seeking the assistance of the Equality Authority and this will normally result in the claim not being proceeded with until a decision has been made as to whether the Equality Authority will assist the claimant.

The number of applications actually considered by the CEO do not reflect the number of claims handled by the Legal Section. An application for assistance is considered by the CEO in only a minority of cases. On occasion the involvement of the Equality Authority will be sufficient to bring about an early resolution of the matter. In a significant number of cases the claim is resolved or settled to the satisfaction of the claimant and there is no need to proceed with the application for assistance or the claim itself. On occasion the claimant will not want to proceed for a number of reasons:

- 
- If s/he is advised that the claim under the Employment Equality Act 1998 or Equal Status Act 2000 is unlikely to succeed.
  - The potential length of time involved in bringing a claim before the Equality Tribunal. Some claims may not be heard for two years.
  - The risk of having to pay the legal costs of the successful party in a Circuit Court appeal.

Legal advice and representation remained as a key pillar of the Equality Authority's services in 2010. The volume of work generated by a case-file can not be accurately reflected in a numerical statistic. Some files remain open for a number of years and are included in annual statistics, depending on the issue and complexity of the case. One file can require a limited amount of work to provide advice or remedy, while another may proceed as far as the Supreme Court.

A case-file is the broad term used to describe any form of legal activity arising from a complaint that is supported by the Equality Authority Legal Section. It may involve a service user, employee or potential employee and the Equality Authority, including:-

- contacting the respondent
- assessing the response
- formulating, pursuing or closing the potential claim
- reaching a settlement on the client's behalf
- recommending legal action and preparing a case for hearing at the Equality Tribunal where the Equality Authority will bear the costs
- acting as an Amicus Curiae in cases of interest
- representing a case at the Equality Tribunal's mediation or investigation services
- considering whether there are grounds for the appeal of any decision of the Equality Tribunal to the Labour Court or the Civil Courts.

During the year, the Legal Section opened 116 new case-files. By year end 199 case-files had been closed. 15 applications for substantial assistance were considered with 15 applications granted.

The number of case-files processed reflect the resources and capacity of the Equality Authority's Legal Section. They are not a measure of the extent of discrimination or of the level of demand on the Authority's services. The types of case-files processed reflect the priorities established by the criteria set down by the Board of the Equality Authority.

---



---

**STATISTICS ON CASE-FILE ACTIVITY**

	2010	2009
Case-files were progressed by the Equality Authority	332	685
Under the Employment Equality Acts 1998-2008	150 (45%)	287
Under the Equal Status Acts 2000-2008	143 (43%)	329
Under the Intoxicating Liquor Act 2003	39 (12%)	69
New case-files were opened	116	213
Case-files were closed	199	465
Applications for substantial assistance granted	15	21
Applications refused substantial assistance	0	6

## 2. Employment Equality Acts 1998-2008

In 2010 there were 150 case-files processed under the Employment Equality Acts 1998-2008. Of these, 52 were new files opened in 2010 with the grounds of Disability, Gender, Age and Race accounting for the majority of new case-files. The table below provides a breakdown of the largest categories of case-files by ground.

Ground	Case-files Numbers	Percentage of Total
1 Disability	34	22.7%
2 Gender	34	22.7%
3 Age	29	19.3%
4 Race	21	14.0%

The Disability ground and the Gender ground are jointly the largest categories, followed by the Age and Race grounds. This reflects a similar pattern in 2009 where the order was Age, Race, Disability and Gender. The next largest category was 'Mixed' followed by the Religion, Sexual Orientation, Family Status, Traveller and Marital Status grounds.

Government Departments and State Agencies constitute the largest sector where there are employment case-files processed, followed by the Education Sector, the Other Services Sector and the Transport Storage and Communication Sector.

**EMPLOYMENT EQUALITY ACTS 1998 – 2008: CASEWORK ACTIVITY  
SECTORS COMPLAINED BY GROUND**

<b>Sector</b>	<b>Age</b>	<b>Disability</b>	<b>Family Status</b>	<b>Gender</b>	<b>Marital Status</b>	<b>Mixed</b>	<b>Outside Scope</b>	<b>Race</b>	<b>Religious Belief</b>	<b>Sexual Orientation</b>	<b>Traveller</b>	<b>Grand Total</b>
Agriculture						1						<b>1</b>
Clubs								1				<b>1</b>
Construction		1		2				1				<b>4</b>
Education	7	5		6		1		5			1	<b>25</b>
Financial & Business Services		3	1	4		1						<b>9</b>
Forestry & Fishing	1											<b>1</b>
Government Departments & State Agencies	16	9		5	1	8		1	3	1	1	<b>45</b>
Health		3		1				2				<b>6</b>
Hotels, Restaurants & Licensed Premises		2		3		1	1					<b>7</b>
Manufacturing		2		3				2				<b>7</b>
Other Services	2	5	1	3		2	3	4	1			<b>21</b>
Social Welfare						1						<b>1</b>
Transport, Storage and Communication	3	1		5		1		5				<b>15</b>
Wholesale & Retail		3		2					1	1		<b>7</b>
<b>Grand Total</b>	<b>29</b>	<b>34</b>	<b>2</b>	<b>34</b>	<b>1</b>	<b>16</b>	<b>4</b>	<b>21</b>	<b>5</b>	<b>2</b>	<b>2</b>	<b>150</b>

<b>Sectoral Breakdown</b>	<b>Case-file Numbers</b>	<b>Percentage of Total</b>
1 Government Departments & State Agencies	45	30.0%
2 Education Sector	25	16.7%
3 Other Services	21	14.0%
4 Transport Storage & Communication	15	10.0%

Working conditions accounted for the largest category of cases followed by Access to Employment Advertising, Dismissal and Harassment. There was also one Sexual Harassment case-file.

The following table provides a breakdown of the largest categories of case-files by type.

Case-file Types		Case-file Numbers	Percentage of Total
1	Working Conditions	50	33.3%
2	Access to Employment	28	18.7%
3	Advertising	14	9.3%

#### EMPLOYMENT EQUALITY ACTS 1998 – 2008: CASEWORK ACTIVITY TYPE OF COMPLAINT DEALT WITH BY GROUND

Complaint Details	Age	Disability	Family Status	Gender	Marital Status	Mixed	Outside Scope	Race	Religious Belief	Sexual Orientation	Traveller	Grand Total
Access to Employment	8	9	1	2		3	1	2	2			28
Access to Promotion		1		2		1				1		5
Access to Training		1						2				3
Advertising	2			3		2	1	6				14
Dismissal		5		5				2		1		13
Education - 3rd Level		3										3
Equal Pay	3			4			1	1				9
Government Departments									1			1
Harassment	7	1		3				1			1	13
Other						1						1
Outside Scope	1	1		2		1	1					6
Sexual Harassment				1								1
Victimisation				3								3
Working Conditions	8	13	1	9	1	8		7	2		1	50
<b>Grand Total</b>	<b>29</b>	<b>34</b>	<b>2</b>	<b>34</b>	<b>1</b>	<b>16</b>	<b>4</b>	<b>21</b>	<b>5</b>	<b>2</b>	<b>2</b>	<b>150</b>

**EMPLOYMENT EQUALITY ACTS 1998 – 2008:  
TYPES OF CASES DEALT WITH IN 2010**

<b>Type of Case</b>	<b>Total</b>
Advice	10
Appeal	4
Case Stated	1
Enforcement Proceedings	4
Enquiry	41
Judicial Review	1
Substantive Case	89
<b>Grand Total</b>	<b>150</b>

**EMPLOYMENT EQUALITY ACTS 1998 – 2008:  
POSITION OF OPEN CASES AT END OF 2010**

<b>Current Situation</b>	<b>Total</b>
Appeal Lodged By Complainant	1
Appeal Lodged By Respondent	4
Assessment Ongoing	1
Case Lodged	4
Decision Issued	7
Equality Officer Assigned	1
Hearing Date Set	7
Information Provided	2
Initial Query Received	4
On Hold	10
Preliminary Authorisation Granted	15
Section 67 Granted	2
Submission to Equality Tribunal	10
<b>Grand Total</b>	<b>68</b>

**EMPLOYMENT EQUALITY ACTS 1998 – 2008**  
**REASON FOR CLOSED CASE**

<b>Reason for Closed Cases</b>	<b>Total</b>
Advice Given	17
Declined to proceed	9
Insufficient Grounds to proceed	6
Other reasons	19
Outside Scope	4
Private Settlement	10
Referred to own Solicitor	1
Referred to Trade Union	2
Representation refused	1
Resolved to Satisfaction	11
Settled at Mediation	2
<b>Grand Total</b>	<b>82</b>

A gender breakdown of the 150 case-files processed under the Employment Equality Acts 1998-2008 is as follows:

<b>Gender</b>	<b>Case-file Numbers</b>	<b>Percentage of Total</b>
Male	64	42.7%
Female	69	46.0%
Transgender	1	0.7%
Files opened by the Equality Authority	16	10.7%

In 2010 under the Employment Equality Acts 1998-2008 there were:

- 4 Equality Tribunal Decisions
- 14 Settlements
- 1 Labour Court Determination

The decisions and settlements are reported as follows.

---

**Employment Equality Acts 1998-2008:**  
**DECISIONS**

---

**(i) Jones v Trinity College Dublin**  
**Decision No: DEC-E2010-114**  
**Ground: Gender/Marital Status/Race/Family Status**

Ms. Jones was denied access to employment as a Programme Manager in Trinity College Dublin due to a residency rule the college had in place for staff. The rule stated: *Every full time member of the administrative staff shall reside at a distance of not more than 50 kilometres from the college. Dispensation from this requirement may be given by the Board, and shall normally be valid for not more than one year after appointment and shall be renewed without a fresh examination of all relevant circumstances. After the first year, or at the end of any period of dispensation, failure to take up residence, as defined above will be deemed to be inconsistent with tenure of a full time post.*"

The post was advertised as a two-year appointment with the prospect of an extension of tenure. The advertisement for the position did not contain any information regarding the working hours or residency requirement.

On 7th July 2006, following an interview, Ms. Jones was offered the position subject to terms. She made enquiries about starting work each week at lunch time on Mondays which would enable her to spend weekends with her family in Wales. The college was not prepared to facilitate this request and Ms. Jones agreed to work a full 5 day week but requested some flexibility around Friday departure times which was agreed. She then gave notice to her employers that she was leaving her job. A few days later, Ms. Jones was told about the residency policy of Trinity College. She was informed that she would also have to move her family to Dublin within one year of taking up the position. Ms. Jones was then unable to take up the position because of the professional and educational commitments of her husband and children.

The complaint was referred to the Equality Tribunal alleging discrimination on the grounds of family status, gender, marital status and race. The Equality Officer found that the college had discriminated against Ms. Jones on the family status ground only.

He awarded the complainant €6,000 in compensation for the discriminatory treatment suffered.



**(ii) Desmond v Clarke**  
**Decision No: DEC-E2010-130**  
**Ground: Disability**

Mr Desmond has a hearing impairment. He was denied access to employment as a bookkeeper with accounting firm Thomas Clarke and Company when the company became aware of his disability. In February 2007 a vacancy for bookkeeper with the accounting firm was advertised in FÁS offices. Mr Desmond submitted a CV and an interview was arranged for 5th March 2007. He then set about organising a sign language interpreter to attend the interview with him. He asked a colleague to arrange this and she telephoned the company. After initially speaking to somebody else in the company and disclosing Mr Desmond's disability, she received a phone call later in the day from Mr Clarke. He was rude and he swore repeatedly telling her that it was a very busy accountancy practice and that Mr Desmond would not be suitable for the job. She was shocked by his tone and language and concluded that Mr Clarke would not even consider employing Mr Desmond because of his deafness.

The complaint was referred to the Equality Tribunal alleging discrimination on the grounds of disability. The Equality Officer found that the company had discriminated against Mr Desmond on grounds of disability and had failed to consider what accommodation might be provided to enable him to do the job.

The Equality Officer awarded the complainant €5,000 in compensation for the distress suffered and the effects of the discrimination on him.

**(iii) Stone v I Moloney & Sons Ltd**  
**Decision No: DEC-E2010-196**  
**Ground: Gender**

Ms. Stone was employed as a store assistant by the respondent company. She suffered repeated sexual harassment by a director of the company in the form of sexually explicit comments and inappropriate physical contact. Ms. Stone lodged a complaint with the Equality Tribunal on the gender ground and also reported the harassment to An Garda Síochána.

After requesting that her employer desist from the unwanted behaviour, to no avail, Ms. Stone raised the issue with the store manager and regional franchise manager. The regional manager organised a meeting at the store to attempt a resolution of the issue. It was agreed that the employer would give Ms. Stone a letter of apology. However, that letter was not satisfactory and the result of the meeting was that the harassment by the employer intensified, leading to Ms. Stone's further claim of victimisation. Ms. Stone was subjected to bouts of aggressive behaviour in addition to the sexual harassment by her employer subsequent to her complaint. Ms. Stone's son also worked for the respondent and derogatory comments about his mother

were also made to him. Ms. Stone was so distressed by the treatment she experienced that she eventually felt that she had no other option but to resign from her position. She claimed constructive discriminatory dismissal as a result. The Equality Officer held that Ms. Stone had been sexually harassed and that the dismissal was victimisatory in nature.

The Equality Tribunal awarded Ms. Stone:

- (i) €26,988.00 (104 weeks pay) for the effects of the acts of sexual harassment amounting to discrimination in relation to conditions of employment.
- (ii) €26,988.00 in compensation for her victimisation and subsequent victimisatory dismissal.
- (iii) Interest at the Courts Act rate from the date of referral of the claim to the Tribunal.

This Decision has been appealed to the Labour Court.

**(iv) Burke v Boston Scientific Clonmel Ltd**  
**Decision No: DEC-E2010-001**  
**Ground: Disability**

Mr. Burke complained that following heart surgery in 2005 he was discriminated against by his employers when they refused to give him a salary increase/merit award because of his disability-related absence from work. He also complained that his annual leave entitlement had been reduced in that year because of the absence associated with his heart surgery and further that the company did not put appropriate measures in place to facilitate his attendance at ongoing medical appointments for his heart condition.

The Equality Officer found that Mr. Burke was not entitled to paid time off for medical appointments under his contract and that therefore he was not discriminated against in relation to the loss of pay. The equal pay claims also failed because the Equality Officer said that there was no comparator without his disability who had been absent for the same period of time. The loss of pay claims were also found to be out of time.

This Decision has been appealed to the Labour Court

---

**Employment Equality Acts 1998-2008: 2010  
SETTLEMENTS**

---

**(i) Ms Y v A State Employer  
Ground: Gender, Disability & Family Status**

As a result of a disability the complainant cannot support a pregnancy, although she has healthy ovaries and is otherwise fertile. She is married and both she and her husband availed of a surrogacy service in order to achieve the birth of their biological children. They availed of this service abroad where surrogacy pregnancy/birth is legalised. A surrogate mother is used to carry a baby for the term of the pregnancy. The child when born is in all senses the biological and genetic child of the donor parents being created from their gametes.

Both the complainant and her husband are registered as the biological parents on the birth certificate. The surrogate mother has not been identified in any way. Both parents were present at the birth.

The complainant made an application to her employer for leave similar to that of an adoptive mothers' entitlement in respect of the surrogate birth of her infant. In respect of an adoptive mother, she would be entitled to unpaid leave (additional adoptive leave) prior to the date of placement of her child in accordance with the provisions of Section 8(5) of the Adoptive Leave Act 1995. The complainant requested leave for a four week period prior to the birth.

A second request was made for a period of 24 weeks on behalf of the complainant plus the remainder of the 16 weeks additional leave allowed and again the provisions available for leave for adoptive mothers was used as a comparator to explain as to why the complainant should receive this leave.

A complaint had been made to the Equality Tribunal on behalf of the complainant on the grounds of Family Status, Gender and Disability but following correspondence with the respondent, the matter was resolved to the full satisfaction of both parties wherein special paid and unpaid leave was approved similar to that of the Adoptive Leave Act 2005. (There is no legislative provision for a working mother of an infant born through a surrogate mother).

**(ii) A Job Applicant v An Employer  
Ground: Disability**

An applicant for a potential job was refused employment on a medical ground because he had a mild form of epilepsy. Due to the strenuous nature of the employment the employer argued he could not risk the applicant's safety or that of his potential work colleagues. Although the applicant qualified in all

other areas of the job specification, his disability disqualified him. No reasonable accommodation could be agreed. As a result the employer offered compensation for the loss of this job opportunity which was accepted by the Applicant.

### **2.3 Determination of the Labour Court – Employment Equality Appeal under section 83 of the Employment Equality Acts 1998-2008**

#### **(i) Summary of Labour Court Determination EDA1023 (Appeal from Equality Tribunal) Nail Zone Limited and Regina Cruise**

The complainant initially made a complaint to the Equality Tribunal against the respondent alleging discrimination on the gender ground. The complainant was pregnant at the time the discriminatory acts started occurring and she believed the acts occurred because of her pregnancy. The complainant claimed that she was discriminated against by the respondent, harassed and constructively dismissed. The Equality Officer found that the complainant was discriminated against and awarded €10,000 compensation. The claim for harassment and discriminatory dismissal was not upheld.

The respondent appealed the Equality Tribunal's decision to the Labour Court and claimed that the compensation awarded was excessive. The complainant, represented by the Equality Authority, cross appealed the harassment and discriminatory dismissal aspects of the decision.

The complainant claimed that she was subjected to verbal abuse, had her hours of work changed and had her medical privacy violated during the course of her employment. The Labour Court noted the sharp difference in the evidence given by the parties at the hearing on almost every material issue in the case. The Court found the complainant's evidence to be credible and consistent while the respondent's was somewhat inconsistent and less forthright. Overall, the Court found the complainant's recollection of material events more reliable.

The complainant was pregnant and under stress which was known to the respondent. The Court was satisfied that the complainant was harassed within the statutory meaning of the term.

After the complainant indicated her intent to resign and formally recorded her grievances, the respondent wrote to her to discuss the matter. The Court had no doubt that this letter was written by the respondent in the knowledge that it was in some difficulty arising from correspondence it had received from the Equality Authority. However, the Court did not find that the complainant had been constructively dismissed. The Court accepted that the respondent's conduct was unacceptable, but considered that the complainant was not left without an alternative means of ameliorating the situation.

---

The Court affirmed the Equality Officer's award of €10,000 and awarded a further €10,000 for the harassment suffered.

### **3. Discriminatory Advertising**

#### **3.1 Employment Equality Acts 1998-2008**

The Equality Authority may refer a claim to the Equality Tribunal under Section 85(a) where it appears to the Authority that a publication or display is in contravention of Section 10 of the Employment Equality Acts 1998-2008. In 2010 there were 14 case-files processed concerning allegations of discriminatory advertising under the Employment Equality Acts 1998-2008.

##### **(i) Equality Authority v An Airline Company Ground: Race**

An e-mail was received from a member of the public who believed that an advertisement placed by an airline for the recruitment of staff to the premium lounge of the airline in Dublin Airport was discriminatory on the race ground. The advertisement had stated that preference would be given to suitably qualified and experienced nationals of a named country.

Having contacted the airline the Authority were advised that the reference in the advertisement appeared in error as the advertisement was based on a previous advertisement for lounge staff in the country mentioned where it is a legal requirement to give preference to nationals for such positions. The airline advised that on discovering the error, the advertisement was immediately removed from the site and that no hiring decisions were made on the basis of the advertisement.

##### **(ii) Equality Authority v Loadzajobs.ie Ground: Age**

An advertisement was posted on Loadzajobs website seeking a young dynamic office manager. The Equality Authority wrote to Loadzajobs saying that the advertisement appeared to discriminate on the age ground and asking them to publish a non discriminatory version of advertisement. The company re-advertised the position and forwarded a copy to the Authority.

A full summary of decisions and settlements reached by the Equality Authority is published separately in the 2010 Legal Report available on [www.equality.ie](http://www.equality.ie)

#### **3.2 Equal Status Acts 2000-2008**

The Equality Authority may refer a claim to the Equality Tribunal under Section 23 where it appears to the Authority that a publication or display is in contravention of Section 12 of the Equal Status Acts 2000-2008. In 2010

there were 6 case-files processed concerning allegations of discriminatory advertising under the Equal Status Acts 2000-2008. A settlement was reached in the case below:

**(i) Equality Authority v A University Foundation**  
**Ground: Age**

The respondent used the word “young” in an advertisement which appeared to discriminate on the age ground. Following correspondence with the respondent the wording was changed.

**4. Equal Status Acts 2000-2008**

In 2010 there were 143 case-files dealt with under the Equal Status Acts 2000-2008. Of these 35 were new files opened in 2010 with the grounds of Disability, Traveller and Race accounting for the majority of new case-files. The table below provides a breakdown of the largest categories of case-files by ground.

<b>Ground</b>	<b>Case-files Numbers</b>	<b>Percentage of Total</b>
1 Disability	68	47.6%
2 Membership of the Traveller Community	21	14.7%
3 Age	18	12.6%
4 Race	11	7.7%

### EMPLOYMENT EQUALITY ACTS 1998 – 2008: CASEWORK ACTIVITY SECTORS COMPLAINED BY GROUND

Sector	Age	Disability	Family Status	Gender	Marital Status	Mixed	Outside Scope	Race	Religious Belief	Sexual Orientation	Traveller	Grand Total
Clubs		1		3			1					5
Education	1	29				1		3	1			35
Financial & Business Services	9	4						1				14
Government Departments & State Agencies	3	11		1		5	1				8	29
Health	2	9			1	1						13
Hotels, Restaurants & Licensed Premises	1	2									8	11
Other Services	2	3	1		1	1	1	1			3	13
Private Household		1										1
Social Welfare		1		1		1		1			1	5
Transport, Storage and Communication		6	1	2		1		3				13
Wholesale & Retail		1						2			1	4
<b>Grand Total</b>	<b>18</b>	<b>68</b>	<b>2</b>	<b>7</b>	<b>2</b>	<b>10</b>	<b>3</b>	<b>11</b>	<b>1</b>	<b>0</b>	<b>21</b>	<b>143</b>

Within the Disability ground, the largest number of case-files concerned the provision of education followed by the provision of services by Health Agencies and those relating to Government Departments.

Disability Ground breakdown				Case-files Numbers	Percentage of Total
1	Provision of Education:	Primary	4	24	35.3%
		Secondary	18		
		Third level	2		
2	Provision of Services by Health Agencies			13	19.1%
3	Government Departments			10	14.7%

Case-files relating to Government Departments, Health Agencies, Local Authorities, State Agencies, Schools and Third level institutions accounted for 50.3% (72) of all case-files dealt with under the Equal Status Acts 2000-2008. The table below shows a breakdown of state sector related cases (percentages given are of all cases under the Equal Status Acts).

State Sector				Case-files Numbers	Percentage of Total
1	Provision of Education:	Primary	5	28	19.6%
		Secondary	18		
		Third level	5		
2	Provision of Services by Health Agencies			20	13.9%
3	Government Departments			13	9.1%

The table below shows a complete breakdown by sector of case-files dealt with under the Equal Status Acts.

Sector		Case-files Numbers	Percentage of Total
1	Education	35	24.5%
2	Government Departments & State Agencies	29	20.3%
3	Financial & Business services	14	9.8%
4	Health	13	9.1%
5	Transport Storage & Communications	13	9.1%
6	Other Services	13	9.1%
7	Hotels, Restaurants & Licensed Premises	11	7.7%
8	Social Welfare	5	3.5%
9	Clubs	5	3.5%
10	Wholesale & Retail	4	2.8%
11	Private Household	1	0.7%



**EQUAL STATUS ACTS 2000 – 2008**  
**TYPES OF COMPLAINT DEALT WITH BY GROUND**

<b>Complaint Details</b>	<b>Age</b>	<b>Disability</b>	<b>Family Status</b>	<b>Gender</b>	<b>Marital Status</b>	<b>Mixed</b>	<b>Outside Scope</b>	<b>Race</b>	<b>Religious Belief</b>	<b>Sexual Orientation</b>	<b>Traveller</b>	<b>Grand Total</b>
Access to Pub (Old Act)											1	<b>1</b>
Accommodation - Private	1	1										<b>2</b>
Accommodation - Public		1				1					11	<b>13</b>
Advertising	1			1				3			1	<b>6</b>
Banking Financial	2	1										<b>3</b>
Discriminatory Clubs		1		3			1					<b>5</b>
Education - 3rd Level		2						3				<b>5</b>
Education - Primary		4							1			<b>5</b>
Education - Secondary		18										<b>18</b>
Government Departments	2	10		1								<b>13</b>
Harassment						1						<b>1</b>
Insurance - Life Insurance		3										<b>3</b>
Insurance - Motor Insurance	1	1										<b>2</b>
Insurance - Travel Insurance	6											<b>6</b>
Other	2	3	1		1		1	2			1	<b>11</b>
Outside Scope							1					<b>1</b>
Provision of Services - Health Agencies	2	13			1	3					1	<b>20</b>
Provision of Services - Local Authorities	1	1				1					5	<b>8</b>
Provision of Services - Shops		2						1				<b>3</b>
Provision of Services - Social Welfare		1		1		2		1			1	<b>6</b>
State Agencies		1				1		1				<b>3</b>
Transport		5	1	1		1						<b>8</b>
<b>Grand Total</b>	<b>18</b>	<b>68</b>	<b>2</b>	<b>7</b>	<b>2</b>	<b>10</b>	<b>3</b>	<b>11</b>	<b>1</b>	<b>0</b>	<b>21</b>	<b>143</b>

**EQUAL STATUS ACTS 2000 – 2008  
NEW CASES OPENED IN 2010 BY GROUND**

<b>Sector</b>	<b>Total</b>
Age	4
Disability	13
Family Status	2
Gender	1
Marital Status	1
Mixed	3
Outside Scope	1
Race	5
Traveller	5
<b>Grand Total</b>	<b>35</b>

**EQUAL STATUS ACT 2000 – 2008  
TYPE OF CASE DEALT WITH IN 2010**

<b>Current Situation</b>	<b>Total</b>
Advice	9
Appeal	6
Appeal on Point of Law	5
Enforcement Proceedings	3
Enquiry	43
Substantive Case	77
<b>Grand Total</b>	<b>143</b>

**EQUAL STATUS ACT 2000 - 2008**  
**'NEW CASES OPENED IN 2010 BY SECTOR**

<b>Sector</b>	<b>2010 Total</b>
Education	9
Financial & Business Services	1
Government Departments & State Agencies	7
Health	1
Hotels, Restaurants & Licensed Premises	2
Other Services	8
Private Household	1
Social Welfare	2
Transport, Storage and Communication	2
Wholesale & Retail	2
<b>Grand Total</b>	<b>35</b>

**EQUAL STATUS ACT 2000 - 2008**  
**POSITION OF OPEN CASES AT THE END OF 2010**

<b>Current Situation</b>	<b>Total</b>
Appeal Lodged By Complainant	2
Appeal Lodged By Respondent	3
Case Lodged	7
Decision Issued	12
Hearing Date Set	1
Initial Query Received	5
Notification to Equality Tribunal	2
Preliminary Authorisation Granted	17
Section 67 Granted	3
Submission to Equality Tribunal	1
<b>Grand Total</b>	<b>53</b>

**EQUAL STATUS ACT 2000 – 2008**  
**REASON FOR CLOSURE OF CASES IN 2010**

<b>Reason for Closed Cases</b>	<b>Total</b>
Advice given	20
Declined to proceed	15
Insufficient grounds to proceed	2
Lost case	6
Other reasons	22
Outside scope	7
Private settlement	2
Referred to own solicitor	1
Representation refused	1
Resolved to satisfaction	7
Settled at mediation	3
Won case	4
<b>Grand Total</b>	<b>90</b>

A gender breakdown of the 143 case-files dealt with under the Acts is as follows:

<b>Gender</b>	<b>Case-files Numbers</b>	<b>Percentage of Total</b>
1 Male	71	49.7%
2 Female	61	42.7%
3 Files opened by the Equality Authority	11	7.7%

**In 2010 under the Equal Status Acts 2000 to 2008 there were:**

- 7 Equality Tribunal Decisions
- 11 Settlements

---

**Equal Status Acts 2000 to 2008: 2010**  
**DECISIONS**

---

**(i) Siobhan Stack v Brú Na Páirce**  
**Decision No: DEC-S2010-027**  
**Ground: Disability**

Siobhan Stack was given reasonable accommodation for her dyslexia in language subjects in her Junior Certificate examination in June 2005. She had a reader and marking modification in respect of spelling and grammar. Her Junior Certificate subsequently had annotations attached to the subjects for which she had received accommodation. She achieved a grade A in Higher Level Irish.

In January 2007 when she was in 5th year, Siobhan applied for a place on an Irish summer study course in Kerry, submitting her completed application form, copy Junior Certificate and course fee. An employee of the college phoned Siobhan's mother and asked for an explanation of the annotation. When Ms. Brid Stack explained the reason for the annotation, she was told that her daughter would not be accepted on the course. Siobhan subsequently received a note from the college returning her application and course fee and stating that she "would suffer a sense of failure, humiliation and lack of self esteem" if she attended the course. She was informed that only students who had a "standard grade C or higher" in Irish were eligible for the course.

Following some correspondence with the college a complaint was referred to the Equality Tribunal alleging discrimination on grounds of disability. A hearing took place over two days in late 2009/2010. The Equality Officer found that the college had directly discriminated against Siobhan on grounds of her disability i.e., her dyslexia. Its requirement of a "standard grade C or higher" was discriminatory in excluding students with disabilities who had annotations on their examination certificates.

The Equality Officer awarded compensation of €5,500 and ordered the college to review its procedures and policies so that they fully comply with the Equal Status Acts.

**(ii) Ita J. Carroll v Midleton Cabs**  
**Decision No: DEC-S2010-010**  
**Ground: Disability**

The complainant claimed that she was discriminated against by the respondent when they refused to send a taxi to pick her up because she was accompanied by a guide dog.

---

The Equality Officer found that the complainant failed to establish a prima facie case of discrimination on the disability ground and accordingly, he found in favour of the respondent.

**(iii) Mr. John & Mrs Roseanne O'Brien (and on behalf of their four children) v Kerry County Council**  
**Decision No: DEC-S2010-015**  
**Ground: Mixed**

The complainants, are members of the Traveller Community. They and their children returned from the UK in May 2007 and presented themselves to the local authority as homeless. They made an official application on behalf of themselves and their four children for housing accommodation. They were interviewed by an officer of the local authority and by the Community Welfare Officer from the HSE and given temporary accommodation in a hostel pending investigation of their case.

On the application form Mr. O'Brien declared that they had moved from London because the area was too violent for them to raise their children. He also declared that they had no income and were awaiting Social Welfare benefits which were pending.

The local authority met with the complainant and informed them that they were not homeless as they had an open tenancy in the UK and that they would have to leave the hostel in which they had been given emergency lodging. The Community Welfare Officer, also in attendance, said that because the local authority refused to register them as homeless, the HSE could not process any rent allowance application. However, they were informed that they had a right to apply for assistance with travel to the UK if they so wished. The family stated that they were Irish and from the area and did not want to return to the UK.

The family claimed that they were discriminated against by the respondent on both the grounds of their race and membership of the Traveller Community in not being provided with a service which is generally available to the public contrary to Section 6(1) of the Equal Status Acts. They also claimed that they were subjected to harassment by the respondent within the meaning of section 11 of the Equal Status Acts and that the respondent discriminated against two of their children on the grounds of their disability contrary to Section 4 of the Equal Status Acts by failing to provide them with reasonable accommodation.

The Equality Officer found that a prima facie case of discrimination had not been established by the complainants on the Traveller Community and disability grounds. He also found that the complainants failed to establish a prima facie case of harassment within the meaning of Section 11 of the Equal Status Acts and accordingly found in favour of the respondent.

---

**(iv) Ms. A (on behalf of her brother, Mr. B) v A General Hospital**  
**Decision No: DEC-S2010-044**  
**Ground: Disability**

This case concerned the discharge of a patient who has Down Syndrome from the Accident and Emergency unit of a hospital when his guardian was away from the hospital at the time of his medical discharge.

The complainant was on vacation in the area when he became ill and was taken with his guardian to hospital by ambulance. He was discharged at approximately 7:30 in the morning after a night of severe illness with diarrhoea and vomiting in the Accident and Emergency unit of the hospital. He was discharged in a surgical gown and was left waiting in a nurse's station in a wheelchair pending the arrival of a taxi which had been called to take him home. His guardian had left the hospital at that time to collect her car and to obtain new clothing for the complainant prior to his return home.

The complaint alleged that the manner in which he was treated after his discharge was discriminatory on the grounds of his disability and the fact that he was prone to respiratory infection. The complainant's guardian made a request to the nurse on duty that he be allowed stay and be re-admitted into the hospital as the complainant had further episodes of diarrhoea and vomiting in the waiting room after his discharge. This request was refused as the complainant had been medically discharged and the nurse informed the complainant and his guardian that he had no business being in the hospital at that stage and should be returned to his home.

In an attempt to return the complainant home he then became further physically ill in the taxi and had to be returned to the hospital whereby he was then re-admitted to the General Hospital itself. He was kept over night and under observation pending examination the following day by a consultant physician.

In relation to the alleged refusal of the respondent to accede to the complainant's guardian's request that he be kept in the hospital following his discharge, the Equality Officer found in favour of the respondent and found the respondent's evidence to be more compelling regarding this issue and he found that it represented a more accurate account of the events. The Equality Officer also referred to Section 16 (2) of the mEqual Status Acts to support his finding.

In regard to the issue of how the complainant was discharged from the A&E Department - i.e. whereby the patient was discharged in the absence of his guardian and minder and left in an unsuitable area with unsuitable clothing and supports - the Equality Officer also found the respondent's evidence to be more compelling and ruled in favour of the respondent.

---

**Equal Status Acts 2000 to 2008: 2010  
SETTLEMENTS**

---

**(i) Ms S on behalf of her son M v A National School  
Ground: Disability**

Ms. S on behalf of her son M who has autism instituted a claim against the primary school on the ground of disability as M was being compelled to leave the Autism Unit at the age of 12 years.

As such M was receiving only seven years rather than the normal eight years for primary school children. In September 2009 Ms. S was informed by her son's class teacher and subsequently by the principal that in accordance with the Admission and Enrolment Policy for the school's Autism Unit, her son would finish his primary education at the Autism Unit in the academic year 2009-2010 as he would then be 12 years of age. In contrast, the Admission and Enrolment Policy for the mainstream school did not include the requirement to leave at the end of the academic year in which the child reached 12 years of age. As M started school when he was over five years of age the policy for the Autism Unit meant that he was due to complete his education in seven years and was being denied his entitlement to an eight-year primary cycle. The policy was put in place in 2007 after M had entered the Autism Unit and his parents were not aware of the policy. Once Ms. S was informed of the policy she, entered into correspondence with the school but the matter was not resolved and she made a complaint to the school under the Equal Status Acts.

The Board of Management responded to the complaint and stated that due to the limited places in the Autism Unit and the high demand for such places the Board of Management approved the policy of requiring children to leave the Unit at the end of June in the school year in which the child turned 12. The school stated that the purpose of the policy was to facilitate the entry of children into the Unit as young as possible as all professional advice highlighted the importance of early intervention.

Ms. S did not accept the resource argument as she stated there had been vacant places in the Unit since it was set up except for one year and that there were vacancies in the school for the year in question. Ms. S also believed that it was highly discriminatory as the mainstream children were not turned out at the age of 12 because of resource issues and that children who are most needy should not be treated less favourably because of this policy. Ms. S's claim was subsequently lodged and a priority hearing set down by the Equality Tribunal. Correspondence ensued between the Equality Authority and the solicitors for the primary school and the matter was settled weeks before the investigation was due to take place.



---

The school agreed that M was entitled to remain enrolled in the Autism Unit for the macademic year 2010-2011. The school also amended the Admissions and Enrolment Policy for the Autism Unit and removed the 12 year age limit for discharge.

**(ii) Ms L v A Travel Company**  
**Ground: Disability**

Ms. L claimed that she was treated less favourably by the travel company when they refused to allow her to book the package holiday and put obstacles and barriers in her way for a number of weeks because of her guide dog. Following correspondence between the Equality Authority and the company's solicitors the matter was resolved.

Ms. L was satisfied that she had succeeded in highlighting the issue of the company's obligations to vision impaired customers who travel with their guide dogs. The travel company did not accept liability but they stated that they regretted that the complainant had an experience which did not meet the high standards which the company sets. The complainant also received a holiday voucher.

**(iii) Mr D v An Insurance Company**  
**Ground: Age**

In July 2009 Mr. D contacted an insurance company to obtain a quote for travel insurance. He was refused because he was over 65 and did not have private medical insurance. He then contacted the Equality Authority who contacted the company on his behalf pointing out that this requirement was discriminatory on the age ground. Following much correspondence between the company and the Equality Authority the matter was satisfactorily resolved. The company amended their website and made travel insurance available to the over 65s without the need for private medical insurance.

**(iv) Equality Authority v A Shop**  
**Ground: Race**

A group contacted the Authority with a complaint that photos of what they believed were members of the Roma Community were been displayed on a shop window with a sign over them stating "BEWARE". The complainants believed that this advertising was discriminatory under the race ground of the Equal Status Act. The shop owners were contacted and the matter was satisfactorily resolved.

**A full summary of decisions and settlements reached by the Equality Authority is published separately in the 2010 Legal Report available on [www.equality.ie](http://www.equality.ie)**

## 5. Intoxicating Liquor Act 2003

In 2010 there were 39 legal case-files dealt with under the Intoxicating Liquor Act 2003. Of these 29 were new files opened in 2010 with the grounds of Traveller and disability accounting for the majority of cases.

The Table below provides a breakdown of the case files handled in 2010 by ground.

Ground	Case-files Numbers	Percentage of Total
1 Membership of the Traveller Community	24	61.5%
2 Disability	9	23.1%
3 Sexual Orientation	3	7.7%
4 Mixed	2	5.1%
5 Marital Status	1	2.6%

### INTOXICATING LIQUOR ACT 2003 NEW CASES OPENED BY SECTOR, 2010

Sector	Total
Hotels, Restaurants & Licensed Premises	29
<b>Grand Total</b>	<b>29</b>

### INTOXICATING LIQUOR ACT 2003 POSITION OF OPEN CASES AT END OF 2010

Current Situation	Total
Initial Query Received	1
Preliminary Authorisation Granted	10
Section 67 Granted	1
<b>Grand Total</b>	<b>12</b>

**INTOXICATING LIQUOR ACT 2003  
REASON FOR CLOSED CASE 2010**

<b>Reasons for Closed Cases</b>	<b>Total</b>
Advice given	5
Declined to proceed	9
Insufficient grounds to proceed	3
Other reasons	1
Referred to own solicitor	1
Resolved to satisfaction	8
<b>Grand Total</b>	<b>27</b>

A gender breakdown of the 2010 case-files dealt with under the Intoxicating Liquor Act 2003 is as follows:

<b>Gender</b>	<b>Case-files Numbers</b>	<b>Percentage of Total</b>
1 Male	25	64.1%
2 Female	14	35.9%

In 2010 under the Intoxicating Liquor Act 2003, there were:

- 7 Settlements

---

**Intoxicating Liquor Act 2003: 2010  
SETTLEMENTS**

---

**(i) Mr. GH v A Public House  
Ground: Disability**

The claimant contacted the Equality Authority alleging that he had been discriminated against on the disability ground when he was asked to leave a public house shortly after he had entered the premises. Following correspondence with the Equality Authority the licensee replied with an apology and explained that there was a private party on that night. The licensee confirmed that the claimant is welcome in his premises. The claimant accepted the explanation and apology and withdrew the complaint.

**(ii) Mr. TM v A Public House  
Ground: Membership of the Traveller Community**

The claimant contacted the Equality Authority after he was refused service in a public house. Following correspondence with the Equality Authority the respondent apologised to the claimant and confirmed that he is welcome in the public house subject to the usual criteria for service of all customers. The claimant accepted the apology and the complaint was withdrawn.

**(iii) Mr. GM v A Nightclub  
Ground: Disability**

The claimant who has a disability alleged that there was no wheelchair access from the main street to the club. In order for him to enter the club he had to be escorted through a hotel and shown how to access the club using the lift. Later when he tried to access the disabled toilets there was no lock on the door and he had to use the lift again to access toilets in the hotel. When he returned to the club he was approached by a trainee manager and told that due to health and safety reasons he would have to leave the club. Another employee intervened and requested that the claimant be allowed to remain and enjoy the night. He was approached a number of times throughout the night by the trainee manager and asked to move his wheelchair closer to the table as it could cause a problem.

Following correspondence with the Equality Authority the nightclub owner apologised and requested that the claimant contact them which he did. The parties reached an agreement and the complaint was withdrawn.

**(iv) Mr SR v A Public House**  
**Ground: Sexual Orientation**

The claimant contacted the Authority alleging discrimination by the licensee of a public house when he was refused entry by a door man at the premises. The claimant believes that the reason he was refused entry was on the grounds of his sexual orientation. Following correspondence with the licensee an offer was made to the claimant to contact him directly to discuss the matter. Following the discussion the claimant contacted the Equality Authority to say that the matter was now resolved to his satisfaction and he was withdrawing his complaint.

**6. Applications for Assistance.**

Any person may apply to the Equality Authority for assistance in taking proceedings under the Employment Equality Acts 1998-2008, the Equal Status Acts 2000-2008, or Section 19 of the Intoxicating Liquor Act, 2003. The Equality Authority is not in a position to provide assistance to everyone who contacts it. Everyone who contacts the Equality Authority for assistance is told at the outset about the criteria that have been set down by the Board of the Equality Authority which govern the selection of casefiles for the provision of legal assistance. They are also informed that an application for assistance will take some time, that it may involve correspondence with the respondent/potential respondent and that it may delay the progress of their claim. They are told at the outset if it appears that the claim falls outside the criteria. Authorisation is given to provide preliminary assistance. The file is usually then assigned to a solicitor who will enter into correspondence with the respondent and then proceed to process the application for substantial assistance. Not all people who contact the Equality Authority and who receive preliminary assistance qualify or want to apply for substantial assistance.

In 2010 preliminary advice and assistance was given in 116 new case-files:

- 52 under the Employment Equality Acts 1998-2008,
- 35 under the Equal Status Acts 2000-2008,
- 29 under the Intoxicating Liquor Act, 2003.

**Applications for Substantial Assistance Considered:**

Fifteen applications for substantial assistance were considered during 2010: Nine under the Employment Equality Acts 1998-2008, five under the Equal Status Acts 2000 to 2008 and one under the Intoxicating Liquor Act 2003. Fifteen applications for assistance were granted. No applications were refused.

Breakdown of substantial assistance granted as follows:

**(i) EMPLOYMENT EQUALITY ACTS 1998 TO 2008**

	<b>Total</b>
Gender	3
Race	2
Disability	2
Membership of the Traveller Community	1
Mixed	1
<b>Grand Total</b>	<b>9</b>

**(ii) EQUAL STATUS ACTS 2000 TO 2008**

	<b>Total</b>
Disability	2
Gender	1
Membership of the Traveller Community	1
Mixed	1
<b>Grand Total</b>	<b>5</b>

**(iii) INTOXICATING LIQUOR ACT 2003**

	<b>Total</b>
Disability	1
<b>Grand Total</b>	<b>1</b>

---

## Partnership for Equality in Employment & Service Provision

---

**Strategic Goal 3:** *A proactive approach by employers and service providers in key sectors to promote equality and achieve compliance with equality legislation*

---

**Objective 1:** To Encourage and Support Initiatives to Promote Equality, Value Diversity and Combat Discrimination in Service Provision in Four Sectors

---

In June 2010, the Equality Authority and the School Development Planning Initiative jointly published *Guidelines for Second Level Schools in Embedding Equality in School Development Planning*.

The *Guidelines* are intended to assist schools to embed equality in school development planning.

The purposes of these guidelines are:

- to give an overview of equality issues across the nine grounds that may arise in schools,
- to describe how equality can inform the process of preparing a school development plan, and
- to provide practical advice for schools on how they can identify equality objectives relevant to their own situation and on how they can take steps to achieve those equality objectives.

The Equality Authority and the School Development Planning Initiative drew on the expertise and support of the key education partners at second level in preparing the *Guidelines*: the Association of Community and Comprehensive Schools; the Association of Secondary Teachers, Ireland; the Department of Education and Science; the Irish Vocational Education Association (IVEA); the Joint Managerial Body; and the Teachers' Union of Ireland.

.....

.....

**Objective 2:** To Implement Initiatives to Promote Equality, Value Diversity and Combat Discrimination in Employment and Vocational Training

.....

**(a) Equality Mainstreaming Unit**

The Equality Mainstreaming Unit (EMU) has been established with funding from the European Social Fund, through the Human Capital Investment Operational Programme of the National Strategic Reference Framework 2007-2013. The main objective of the Unit is to contribute to addressing labour market gaps in Ireland for groups experiencing inequality across the nine grounds covered by the equality legislation. These are gender, civil status, family status, religion, race, age, disability, sexual orientation, membership of the Traveller community.

The EMU seeks to achieve this objective by facilitating and supporting institutional change within providers of further education, training and labour market programmes and within small to medium enterprises through strengthening their capacity to combat discrimination, to promote equality and to accommodate diversity.

The EMU focused on the following areas of work across four strands of activity in 2010:

**STRAND A: Support Packages to Providers of Further Education and Training**

**Mainstreaming Equality in the VEC Sector**

The EMU worked intensively to develop the equality capacity of the Vocational Educational Committee (VEC) sector, building on projects with Waterford, Wicklow and County Dublin VECs undertaken in 2009. The EMU organised a seminar entitled "Mainstreaming Equality in the VEC Sector" on 28 May 2010, in collaboration with the Department of Education and Skills, the IVEA and the Further Education Support Services (FESS). The aim of the seminar was to disseminate the good practice on equality developed by County Dublin, Waterford and Wicklow VECs. The seminar was officially opened by Mr Seán Haughey T.D., Minister for Lifelong Learning and School Transport. Minister Haughey also officially launched "Equality in a Time of Change: Mainstreaming Equality in Further Education, Training and Labour Market Programmes" which is a selection of proceedings from the annual equality mainstreaming conferences 2007-2009.



### **Equality Mainstreaming Training Support packages for VECs**

The Equality Mainstreaming Unit developed a training programme for VECs aimed at developing their capacity for equality mainstreaming.

The training package covered:

- equality awareness,
- the impact of inequality on the lives of people across the nine grounds,
- the impact on inequality on educational and labour market opportunities and outcomes,
- equality mainstreaming principles, and
- equality mainstreaming action planning.

For VECs with enhanced equality capacity, the training focused on capacity-building of staff in implementing equality mainstreaming approaches such as equality proofing, equality screening and embedding equality into education plans and/or the delivery of programmes.

The participating VECs were Wicklow VEC, Mayo VEC, County Galway VEC, Louth VEC and South Tipperary VECs.

### **Louth VEC Equality Mainstreaming Project**

The Equality Mainstreaming Unit also supported County Louth VEC to carry out an equality mainstreaming project which focused on undertaking an initial assessment as to how the VEC could best support the integration of adult Travellers into its mainstream programmes.

The project reviewed existing practices, policies and programmes and undertook a consultation with Travellers and staff. The project identified some of the barriers to Traveller participation in mainstream further education and programmes provided by the VEC and the programmes that might best meet Travellers' needs. An action plan was drafted aimed at putting in place meaningful supports and positive action initiatives to ensure Travellers' participation in Louth VEC's mainstream programmes.

## **STRAND B: Supports to Small and Medium Enterprises**

### **SME Grant Scheme**

The EMU operated a support scheme for Small and Medium Enterprises (SMEs) under the auspices of the National Framework Committee for Equal Opportunities at the Level of the Enterprise. This is a social partnership committee with the following membership:

- IBEC,
- Congress,
- the Department of Justice and Equality,

- the Equality and Diversity Network,
- the Local Government Management Agency,
- the HSE Employers' Agency, and
- the Department of Finance.

The scheme enables SMEs to develop equality policies and to establish an equality infrastructure.

Following a strategic review, the EMU focused the grant scheme during 2010 on SMEs with fifty or more employees to ensure greater value for money and to reach larger numbers of employees. Accordingly, the SME grant scheme supported thirty-eight SMEs in the manufacturing, services, hospitality, health care, education, and IT sectors.

During 2010, EMU prepared a report on examples of good practice from SMEs which had availed of support through the grant scheme since 2007. This report will be published in 2011.

### **Sectoral Projects**

The EMU initiated five sectoral projects in 2010 which are scheduled for completion in November 2011.

The five successful projects are:

- Irish University Association's Equality Network for a project to develop the equality capacity of the university sector, including through e-learning,
- SIPTU and CMP – Commercial Mushroom Producers for a follow-on project focused on migrant workers in the mushroom industry, reviewing employment policies and procedures to ensure their compliance with equality legislation,
- IBEC for a project to develop a template for an equal pay audit,
- Gay and Lesbian Equality Network for a project to develop, pilot and disseminate a high quality interactive online self-assessment tool on lesbian, gay and bisexual diversity, for employers in the financial services and information technologies sectors,
- One Family for a project in partnership with Marks & Spencers, Boots and Superquinn to develop and disseminate a best practice tool-kit to employing lone parents.

---

### **STRAND C: Supports to Trade Union and Employer Networks**

The EMU supported 3 projects in 2010 developing equality capacity within trade union and employer networks.

*SIPTU and Migrant Rights Centre: Planned and systematic approaches to workplace equality in the Mushroom Industry*

A project was undertaken by SIPTU and the Migrant Rights Centre Ireland (MRCI) aimed at improving conditions for workers in the mushroom industry. The Commercial Mushroom Producers also engaged with the project, participating in meetings and equality awareness sessions.

This outreach project carried out work with 759 migrant women on mushroom farms to build relationships and engage workers in active decision making about work issues and identify actions to improve their working conditions. Through outreach work, employees' concerns were identified and brought directly to the attention of farm owners and their management. Three sessions were held for employers, industry groups, and stakeholders providing information and capacity building on equality. Outcomes include strengthened relationships and the identification of areas for collaboration and partnership.

The project produced a video as a learning tool on best practice for mobilising and building participation towards equality. The video will be used as a learning tool for SIPTU training of staff and members. The project developed a training module on equality which is being integrated into existing training for key union staff and personnel. Equality training was also piloted with SIPTU legal staff who interface directly with migrants, women, and others covered by the nine grounds.

As a result of this project, the mushroom industry has committed to reaching full compliance with the Registered Employment Agreement.

**Congress:** *Planned and systematic approaches to workplace equality*

Congress developed and delivered an equality mainstreaming training course for ten affiliated trades unions attended by equality officials, industrial relations officers and part time officials.

Congress also produced a resource for trade unions on LGBT issues in the workplace, in partnership with GLEN and TENI.

Congress organised an equality conference on 24 November 2010 which featured a keynote presentation by Richard Wilkinson, co-author of *The Spirit Level*. The conference showcased the various equality initiatives and projects carried out by different unions in Ireland with Equality Authority / EMU support.

Congress has also produced an equality resource for trade unionists supporting employees with equality cases.

As part of the project, a challenge fund had been established to assist the unions in developing equality mainstreaming projects. This was awarded to SIPTU to support work to implement their rule change demanding equality impact assessments of union policies.

*IBEC: Planned and systematic approaches to workplace equality*

IBEC produced a Maternity Positive Toolkit which provides advice for employers on supporting new parents within the workplace. It provides a series of tools aimed at enabling employees to deal equitably and professionally with pregnant employees, those on, or returning from, maternity/adoptive leave and fathers.

IBEC also developed an e-audit equality and diversity tool for the IBEC website. The audit tool is intended to enable employers to assess their internal employment documents and practices against current legal requirements and best practice in relation to equality and diversity. The aim of the e-audit tool is to enable employers to identify areas for possible improvement in embedding equality and diversity in their organisation.

## **STRAND D: Research and Resources**

### **Equality Mainstreaming Conference, 9 November 2010**

The annual equality mainstreaming conference was held on 9 November 2010 in Dublin Castle. The conference theme was "Mainstreaming Equality: Promoting Equality and Accommodating Diversity in Further Education, Training and Labour Market Programmes". The sub-theme was "Planning for Equality". The conference was officially opened by Mr Seán Haughey T.D., Minister for Lifelong Learning and School Transport. The morning session featured two keynote speakers: Mary Tuppan-Wenno, Executive Director of the ECHO Centre for Diversity Policy in the Netherlands and John Kremer of the Queen's University, Belfast. Mary Tuppan-Wenno gave a presentation on "Promoting equality by creating a culture of excellence", while John Kremer gave a presentation on "Advancing the Further Education Mainstreaming Agenda: Experiences from the North".

Participants were then invited to attend practical interactive workshops to practice how to build equality considerations into planning and service provision in relation to four of the nine grounds: race/cultural diversity, gender, disability and sexual orientation.

---

## Objective 2: B

---

### Work-Life Balance

The Equality Authority managed a support scheme for SMEs, on behalf of the National Framework Committee for Work-Life Balance Policies, giving support to SMEs to develop and implement work-life balance arrangements in their company. 10 SMEs were supported in 2010. The scheme was terminated at the end of 2010.

---

## Objective 3: To Implement an Action Plan that Supports a Legacy from The European Year of Equality Opportunity For All

---

### (a) The Public Sector Equality Learning Network

The Equality Authority continued to manage the Public Sector Equality Learning Network (PSELN), established in 2007 to allow public sector organisations to share good practice and to provide training on promoting equality for customers. The PSELN is chaired by FÁS.

Members of the PSELN include VECs, universities, An Garda Síochána, the National Disability Authority, the Local Government Management Agency, local authorities, the HSE, Dublin Bus and An Post.

Three learning events were organised for PSELN members in 2010. The first took place on 30 June 2010 on the theme of "Mainstreaming Equality: Practical Guidance on Equality Screening". Deirdre Vaughn of the Staff Commission for Education and Library Boards in Northern Ireland provided training on implementing equality screening in a public sector context.

On 13 October 2010, the PSELN held a learning event on lesbian, gay, bisexual, transgender (LGBT) issues. GLEN and Dundalk Outcomers provided training on the responsibilities of public sector organisations with regard to LGBT issues in the areas of employment and service delivery. An Garda Síochána and UCD outlined the projects that they had undertaken to support LGBT staff. On 10 November 2010, the PSELN held a learning event on interculturalism and anti-racism, facilitated by Wendy Davies and Ashok Ohri of Organisation and Social Development Consultants.

The PSELN focused in 2010 on developing practical expertise in implementing new equality tools. County Wexford VEC piloted a Equality Screening Toolkit devised by the PSELN for the public service in 2009. The Equality Authority

also delivered equality training to 60 staff members of Dublin City Council's Customer Service Unit between May and November 2010, using an equality training module developed by the PSELN specifically for the public sector.

**Objective 3: B**

**Equality Benefits Tool**

The Equality Authority used EU PROGRESS funding to produce an Equality Benefits Tool which brings together a series of equality tools to enable public and private sector employers and services providers to harness the benefits of equality. The tools featured include templates for equality action planning, equal status reviews, employment equality reviews, equality screening, equality impact assessment, for producing employment equality and equal status policies, undertaking consultation exercises and measuring the business benefits of equality and diversity. A workshop was held for public sector organisations on the Equality Benefits Tool on 29 October 2010. The Equality Benefits Tool is available as a web-based resource.

**Objective 4**

**Engagement with the GAA**

The Equality Authority continued to work intensively with the GAA on equality. In 2010 the Equality Authority continued to deliver equality awareness workshops to staff of the GAA's Provincial Councils. Workshops were held in Limerick and in Ballyhaunis in January 2010, in Portlaoise in February 2010 and in Croke Park in June 2010. The people attending the workshops were mainly full-time coaching staff who work in schools and clubs. The feedback was very positive.

**Objective 5**

**Equality proofing: Pilot Project on Disability Proofing of Cabinet Material**

The Equality Authority worked with the National Disability Authority and the Department of Community, Equality and Gaeltacht Affairs on a pilot project to support Government Departments to disability proof Memoranda prepared for Government. Draft guidelines on undertaking disability proofing of Memoranda for Government were finalised in 2010. Pilot projects using the guidelines will be undertaken in 2011. This project has been developed under the auspices of the Equality Proofing Working Group chaired by the Department of Justice and Equality.

---

## Evidence For & Understanding of Equality

---

**Strategic Goal 4:** *Continuous enhancement of evidence for and understanding of equality issues*

---

**Objective 1:** To build the Evidence Base on Diversity, Current Inequality and Discrimination and of Effective Responses to These Issues.

---

The overall aim of the Equality Authority's research programmes is to enhance knowledge and understanding of discrimination and inequalities across the nine grounds covered by the equality legislation and of relevant policies and programmes to address these inequalities.

### **Making Equality Count**

Supporting the development of good practice in measuring discrimination is an ongoing priority. This objective has been addressed in particular through collaborative working with the Central Statistics Office (CSO), the Economic and Social Research Institute (ESRI) and other partners, including the National Disability Authority and most recently the Crisis Pregnancy Programme of the HSE. Over a number of years the ESRI carried out a 'Research Programme on Equality and Discrimination' on behalf of the Equality Authority. The primary purpose of this Research Programme was to examine the extent and nature of discrimination in Ireland and to establish the comparative economic and social position of groups who face discrimination on the nine grounds covered by the equality legislation.

Through this and our other research programmes we have promoted a multi-method approach which has included surveys of the experience of discrimination, discrimination testing and statistical analysis of comparative outcomes for risk groups. The emphasis throughout has been on building authoritative evidence through high quality, methodologically sound research and data collection.

In 2010 the Equality Authority received funding from the European Union Programme for Employment and Social Solidarity -PROGRESS (2007-2013) - to hold a research conference to highlight Irish and international research on inequality and on discrimination as a contributor to that inequality. The conference "Making Equality Count: Irish and International Approaches to Measuring Equality and Discrimination", which was jointly organised by the Equality Authority, the Economic and Social Research Institute, the Central Statistics Office and the UCD Geary Institute, was held in Dublin Castle on June 23rd. In all 150 attended the conference including some 30 participants from outside Ireland.

The conference was opened by Ms Mary White TD, Minister for Equality, Integration and Human Rights and heard presentations from seven conference speakers: Professor William Darity (Duke University, USA), Professor Mary Gregory, (University of Oxford, UK), Dr. Frances McGinnity (ESRI), Professor Brian Nolan, (University College Dublin ), Dr. Judith Rich ( University of Portsmouth, UK), Dr. Helen Russell (ESRI) and Dr. Dorothy Watson (ESRI).

In November, a book based on the conference papers was published by Liffey Press on behalf of the Equality Authority. This publication was also co-funded by the European Union PROGRESS Programme. 'Making Equality Count: Irish and International Research Measuring Equality and Discrimination', which is edited by Laurence Bond, Helen Russell and Frances McGinnity includes the following nine papers:

- *Introduction: Making Equality Count*  
Laurence Bond, Frances McGinnity and Helen Russell
- *The Experience of Discrimination in Ireland: Evidence from Self-Report Data*, Helen Russell, Frances McGinnity, Emma Quinn and Rebecca King O'Riain
- *Measuring Discrimination: What Do Field Experiments of Markets Tell Us?*, Judith Rich
- *Are Eamon and Eithne More Employable than Hardeep and Heike? Evidence from a Field Experiment in Ireland*, Frances McGinnity, Jacqueline Nelson, Peter D. Lunn and Emma Quinn
- *The Social Psychology of Discrimination: Theory, Measurement and Consequences*, Ananthi Al Ramiah, Miles Hewstone, John F. Dovidio and Louis A. Penner
- *Racism and Colorism in Post-Racial Societies*, William Darity Jr.
- *Assessing Unequal Treatment: Gender and Pay*, Mary Gregory
- *Disability and Social Inclusion in Ireland*, Brenda Gannon and Brian Nolan
- *Multiple Disadvantage: Evidence on Gender and Disability from the 2006 Census*, Dorothy Watson and Peter D. Lunn



---

## **Addressing Homophobic Bullying**

In November we published a research report entitled *'Addressing Homophobic Bullying in Second Level Schools'* by Dr James O'Higgins Norman with Dr. Michael Goldrick and Kathy Harrison.

Over the last decade the Equality Authority has worked with partners in education to support them in promoting equality in schools. In our work we have focused in particular on initiatives to address equality in a systematic way within school development planning, whole school evaluation and school codes of behaviour.

In a number of Department of Education and Science circulars from the early 1990s, schools had been requested to draw up a Code of Behaviour and Discipline and this became a legal requirement with the introduction of the Education (Welfare) Act 2000. Such Codes must be prepared in accordance with *Developing a Code of Behaviour: Guidelines for Schools* which were issued by the National Education Welfare Board in 2008. According to these Guidelines, promoting equality for all members of the school community is a basic principle that underpins an effective code of behaviour and such Codes of Behaviour should prevent discrimination and allow for appropriate accommodation of difference in accordance with Equal Status legislation. These are positive developments for all young people in our schools as well as for all those working in schools. While any child or young person can be subject to bullying and harassment, many of the groups covered by the equality legislation are at particular risk and it is important that these specific risks are acknowledged and addressed.

International and Irish research has confirmed that LGBT youth are at particular risk of bullying and harassment in school. Importantly, such research has also shown that compared to other forms of bullying - homophobic bullying is less likely to be specifically addressed by schools and that teachers and schools often feel particularly ill-equipped to deal with homophobic bullying. Recognising these difficulties, this research report was commissioned by the Equality Authority to promote evidence-based learning among educational practitioners - in particular those in leadership positions in schools - on school-level strategies and actions to address homophobic bullying. It draws on international experience to examine the kinds of initiatives and actions that schools can implement to effectively address homophobic bullying. It also explores how Irish schools are addressing homophobia and homophobic bullying, through six case studies. Finally, it identifies a series of actions schools might take to embed anti homophobic bullying initiatives in a planned and systematic whole-school approach.

### **Other Research in 2010**

In addition to the above completed studies, a number of other research projects were progressed during the year:

**Multiple Disadvantage in Ireland: an Analysis of Census 2006 data**

The 2006 Census includes direct classificatory variables for all nine grounds except sexual orientation. On sexual orientation, household relationship questions in the Census allow the identification of same- sex couples living together. This study uses the Census data to measure the impact of group membership on educational, employment and other outcomes. It also explores the issue of disadvantage associated with the intersection of more than one of the nine grounds. This is the final project in the 'Research Programme on Equality and Discrimination' which has been carried out by the ESRI on behalf of the Equality Authority. It will be published in 2011.

**Pregnancy at Work**

Three reports are in preparation within this joint project with the Crisis Pregnancy Programme of the Health Service Executive. These include a report on the findings of the first 'National Survey of Women's Experience in Paid Work During and After Pregnancy' which was carried out for this project; a literature review of research in this area; and a review of pregnancy related cases decided by the Equality Tribunal and the Labour Court between 1999 and 2008. All three reports are being finalised for publication in 2011.

**Workplace Equality Policies, Flexible Working Arrangements and their Impact: Analysis of the 2009 National Workplace Survey'**

In 2005 the Equality Authority published 'Equality at Work: Workplace Equality Policies, Flexible Working Arrangements and the Quality of Work' a study by Professor Philip O'Connell and Dr. Helen Russell of the Economic and Social Research Institute which analysed a National Workplace Survey carried out for the National Centre for Partnership and Performance in 2003. The National Workplace Survey was repeated in 2009 and this provides an important opportunity to examine whether equality policies and flexible working arrangements are being maintained and crucially to re-examine their impact on work stress and organisational commitment in the very changed circumstances in the Irish labour market. This research project is co-funded by the European Union under the PROGRESS Programme 2007-2013.

**Equality Data**

Data on the nine grounds is essential to underpinning effective equality strategies. During the year the Equality Authority continued to liaise with the Central Statistics Office, Government Departments and other relevant bodies on a range of equality data issues. In late 2010 the CSO carried out a National Equality Survey, collected as a module with the Quarterly National Household Survey. This very important initiative is a repeat of their groundbreaking survey carried out in 2004. The results of the 2010 survey will be released by the CSO in mid-2011.

---

## **Objective 2: A**

---

### **Making the Link Seminar, 27 September 2010:**

The Equality Authority received funding from the Social Inclusion Division of the Department of Community, Equality and Gaeltacht Affairs to organise a seminar to mark the European Year for Combating Poverty and Social Exclusion 2010. The seminar, Making the Link: Why Equality and Social Inclusion Matter for Migrants and Ethnic Minorities took place on 27 September 2010. The seminar explored both policy links between equality and social inclusion at EU and national level and models of good practice developed to promote equality and social inclusion for migrants and minority ethnic communities in the workplace, local communities and by public services. Speakers included Mary White T.D., Minister for Equality, Integration and Human Rights; Renée Dempsey, CEO, Equality Authority; Sarah Spencer, Compas, Oxford; Thomas Huddleston, Migration Policy Group, Brussels; Mary Murphy, National University of Ireland at Maynooth; Bernice O'Driscoll, Citi Group; Siobhan O'Donoghue, Migrants Rights Centre Ireland; Pat Cullinane, Carlow County Development Partnership; Jonathan O'Mahoney, Garda Síochána; Martin Collins, Pavee Point; Mary Dalton, Kildare County Council; and Salome Mbugua, AkiDwa.

---

## **Objective 2: A & B**

---

The Equality Authority prioritised action in 2010 to combat racism within the community. Angela Kerins, Chairperson of the Equality Authority, chaired a race consultation on 20 April 2010 with stakeholders on the race ground to hear their views on the issues facing minority ethnic communities in Ireland. In response to the issues regarding policing that were raised at the consultation, the Chairperson met the Garda Commissioner and senior Gardaí on 2 and 9 July 2010 to highlight concerns raised by groups representing minority ethnic communities. The Equality Authority also used its participation on the Garda Diversity Board and the Strategic Human Rights Advisory Committee to highlight to An Garda Síochána the urgency of action to tackle racist incidents within local communities.

A follow-up roundtable was held on 30 September 2010 at which An Garda Síochána and representatives of minority ethnic communities got the opportunity to exchange views on priorities for action to tackle racist incidents. The Equality Authority also commissioned Seamus Taylor of the National University of Ireland at Maynooth to prepare a paper for the Board on possible options that the Equality Authority could pursue to support action to tackle racist incidents in Ireland. These options will inform the Equality Authority's work on the race ground in 2011.

---

## Objective 2: G

---

### Stereotyping

The Equality Authority is working with NGOs to raise awareness of the equality impact of stereotyping across the nine grounds and to develop initiatives to challenge stereotyping.

### Civil Partnership

2010 saw the culmination of the first part of the Authority's goal on achieving equal marriage for all couples in Ireland. The new legislation to introduce civil partnerships for same-sex couples signed into law in July 2010 is a historic step for Ireland and represents a key milestone in the progressive realisation of the right to marriage of gay and lesbian couples in this country.

The process of the Civil Partnership Bill, including its passage through the Dáil without a vote, is a great indication of the support that exists in Irish society for the rights of all to equality. We look forward to the celebration of the first civil partnerships, as our friends, family members and members of our communities all over Ireland as they exercise their right to have their commitment to each other recognised by the laws of our state.

### Education

In 2010 a curriculum resource *Give Stereotyping the Boot* was drafted for use in schools. The resource was developed for the Junior Cycle Civic, Social and Political Education (CSPE) curriculum. It will be piloted in schools in 2011 with the support of the Professional Development Service for Teachers (PDST). The resource is also accompanied by a curriculum framework indicating how the material can be linked to other curricula. The decision to focus on the CSPE curriculum was made following consultation with the National Council for Curriculum Assessment, the Curriculum Development Unit in the City of Dublin VEC, the Second Level Support Service, education experts and the Stereotyping Working Group.

The Equality Authority, with the Stereotyping Working Group, also responded to consultation questionnaire on ideas for a new Junior Cycle developed by the National Council for Curriculum Assessment.

### Living Together: European Citizenship against Racism and Xenophobia.

The Equality Authority was a partner in a Spanish-led project, *Living Together: European Citizenship against Racism and Xenophobia*, funded under the European Rights and Citizenship EU Programme 2007-2009. The Living Together Project was coordinated by OBERAXE, the Spanish Monitoring

---

Centre on Racism and Xenophobia. Participating countries included Spain, Portugal, Finland, The Netherlands, Sweden and Ireland.

The aim of the project was to promote a European discourse of tolerance, harmony, respect and recognition of difference free from racism and xenophobia. Actions completed in Ireland by the Equality Authority included:

- the preparation of a report which documented examples of tools and good practice by projects in Ireland to address racism and xenophobia; and
- the organisation of a national expert forum, with the support of ENAR Ireland, on *Tackling Racism and the Impact of Racist Stereotypes*.

On 16 June 2010, the Equality Authority organised a dissemination event for stakeholders on the final report which highlighted the findings of focus groups, best practice reports and national expert forums from the participating countries. Outcomes from the Living Together project included development of a Decalogue outlining a set of principles and actions to address racism and xenophobia as well as a proposal to develop a network to monitor racism and xenophobia among participating countries.

---

### **Objective 3**

---

Throughout 2010, the Equality Authority both contributed to and benefited from active engagement with Equinet Europe, the network of national equality bodies. Eight staff participated in specialist training on a range of issues, including the use of evidence in discrimination cases, equality impact assessment, and legal developments in the field of equality. The Equality Authority contributed to Equinet's work on equality for Roma and Travellers, on the interpretation of anti-discrimination law, and on the development of a common system for gathering European data on discrimination cases.

---

## Equality Issues

---

**Strategic Goal 5:** *Practical responses made to critical priority issues for groups experiencing inequality*

**Objective 1:** To Support Initiatives Responding to Priority Issues for Specific Equality Grounds through the European Year Legacy Action Plan.

**Project with Cavan and Kildare County Councils on Services to Black and Minority Ethnic Service Users**

The Equality Authority published *Investing in Equality / Improving Services: Report of the Work by Cavan and Kildare County Councils to Improve Services for Black and Minority Ethnic (including Traveller) People* as a web-based report. The report details the work by Cavan and Kildare County Councils to enhance service delivery to Black and minority ethnic (including Traveller) people. *Investing in Equality / Improving Services* was launched at an equality mainstreaming seminar for local authority equality staff organised by the Local Government Management Agency on 21 September 2010.

**See Change Campaign – National Partnership on the Reduction of Stigma related to Mental Health**

The Equality Authority is a partner in the See Change Campaign – the national partnership on the reduction of stigma related to mental health. In 2010 Shine and See Change provided training to Equality Authority staff to raise awareness of mental health problems, to develop an understanding of the impact of stigma for people with mental health problems and to identify possible actions that the Equality Authority could undertake to support people with mental health issues. The Equality Authority participated in See Change's 'marketing ideas workshop' on 9 June 2010 and had an information stand at the 'Partners on the Ground' event on 17 June 2010. The Equality Authority will continue to be a See Change partner in 2011 and is preparing information materials on the equality legislation with particular reference to mental health issues and on the responsibilities of employers in terms of reasonable accommodation for people with mental health issues.

---

.....

## **Objective 2:** To Take Initiatives that Further Equality for Groups and Individuals Experiencing Inequality

.....

### **Gender Recognition Advisory Group**

The Board of the Equality Authority made an important submission to the Gender Recognition Advisory Group in September 2010. The Executive subsequently met the group and discussed its presentation. Key elements of the submission included a recognition and definition of gender identity and recommendations to protect a person who was transitioning from their assigned gender, to their acquired gender, from discrimination and harassment.

The Equality Authority recommended that the Advisory group adopts the twelve recommendations of the Council of Europe Commissioner for Human Rights in his issue paper on Human Rights and Gender Identity. Other recommendations made by the Equality Authority included access to medical care and treatment, access to support and counselling, models of recognition of acquired gender, marriage and family status, age, parenthood, privacy, passports, examination certificates, facilities, gender specific offences, hate crime and anti-discrimination provisions.

### **Legal Aspects of Family Relationships**

The Equality Authority made an important submission to the Law Reform Commission's Consultation Paper on Legal Aspects of Family Relationships.

The Equality Authority seeks greater recognition of the diverse situations in which children are being parented in modern Ireland. The best interests of children require that greater diversity of parenting arrangements be acknowledged in the framing of family law, so that the responsibilities of all those in a parenting role are appropriately recognised. The Equality Authority emphasises that policies and laws must place the child at the centre of all matters relating to his or her welfare. This necessarily requires that full regard be paid to the particular circumstances of every child's life, ensuring that both policy and the law are sufficiently flexible and responsive to the needs of children in all family units.

At the core of these proposals is a goal: to ensure full support for all children, with a view to forging laws and policies that appropriately recognise the diverse reality of family life in modern Ireland. The Equality Authority emphasises the need to recognise a much wider frame of responsibility and equality in respect of parenting than is currently the case in Irish law. Among the Equality Authority's proposals are:

---

**1.** The Equality Authority recommends the conferral of automatic parental responsibility on all fathers, regardless of marital status, with provision for the removal of responsibility in exceptional cases.

As a matter of principle, an unmarried father should be granted automatic guardianship (parental responsibility) on the birth of his child. This principle should be placed on a statutory footing.

The Equality Authority recognises that the wide and complex varieties of circumstances in which a child may be conceived, born and raised require a range of responses that are flexible in addressing the best interests of the child in those diverse circumstances. The Authority also believes in the equal sharing of caring rights and responsibilities between both parents. There may be exceptional cases in which it will not be either in the child's best interests, or in the interests of the well-being of the mother, for the father (or indeed other guardians) to retain parental responsibility. These exceptional situations will necessitate a mechanism whereby a person may be removed as a guardian. This removal must be subject to periodic review and subject to appeal.

**2.** The Equality Authority also recommends the introduction of provisions allowing, in appropriate cases, the conferral of parental responsibility on people who are playing a de facto parenting role in respect of a child, including the new spouses and civil partners of biological parents.

The law as it currently stands affords very limited recognition to persons, other than biological parents, who are performing a parenting role in respect of a child. A mechanism is required that would allow a new spouse or civil partner, in appropriate cases, to acquire parental responsibility. In particular, such a facility would obviate the need for the existing guardians to waive their guardianship responsibilities before a new spouse or civil partner may acquire guardianship. Any such mechanism should, of course, treat spouses and civil partners equally.

**3.** The Equality Authority calls for the introduction of paternity leave for fathers and also for a mother to have the right to voluntarily assign a portion of her maternity leave to her spouse or partner therefore providing greater flexibility for the family in making childcare arrangements.

The provision of an appropriate period of paid paternity leave would facilitate and support shared caring arrangements in the early stages of the child's life. It would, in particular, allow a father to assist and better support the mother and child at the critically important and challenging time following the child's birth. The precise implementation of such a proposal will require further and detailed consideration, though this should not detract from the general principle that fathers should be entitled to an appropriate period of paternity leave.



As stated, there is currently no provision for a mother to have the right to voluntarily transfer a portion of her maternity leave and benefits to the father of the child, or alternatively to her partner. While the provision of maternity leave is primarily addressed to the health and safety of the mother and child, the Equality Authority believes that as a mechanism that would afford the family greater flexibility in making child-care arrangements a mother should have the right after an appropriate period, voluntarily to transfer an appropriate portion of her leave.

**4.** Access to children by wider family members, such as non biological grandparents, is not currently protected by law and in the best interests of the child, this should be addressed. There is a strong case for the simplification of the process by which persons other than parents may apply for access.

The Equality Authority would welcome the inclusion in the category of persons entitled to maintain contact with a child, persons who, while not technically related to a child, have (in the opinion of the court) a bona fide interest in the child. These persons may include, for instance, the parents and other relatives of a non-biological parent where a child is being or has been cared for by that non-biological parent.

The full text of the submission can be viewed on  
**<http://www.equality.ie/index.asp?docID=851>**

The Equality Authority received funding from the European Union's PROGRESS Programme 2007–2013 to undertake a programme of activities to develop awareness of equality issues and to develop equality competency within public and private sector organisations. One of the actions funded by PROGRESS was the Equality Innovation Fund which supported 4 civil society organisations to develop and implement projects that aimed to:

- expand and enhance the equality agenda, or
- stimulate new approaches to equality, or
- demonstrate the relevance of equality to the economic and social development of local communities.

**The 4 projects funded were:**

- **AHEAD:** to develop supports for students and graduates on disclosing that they have a disability;
- **BeLonG To Youth Services:** to develop an on-line viral advocacy campaign on lesbian, gay, bisexual and transgender young people's issues;
- **Marriage Equality:** to hold a conference to draw attention to the views and experiences of the children of same-sex couples in the debate on same-sex marriage; and
- **The National Women's Council of Ireland:** to develop a common agenda and charter for statutory, local development and community organisations to address women's inequality.

The projects entailed nine events across the country, with the participation of 293 people. The on-line campaign generated nearly 20,000 'hits'.

### **Workplace Diversity Initiative**

The Office of the Minister for Integration provided funding for the Equality Authority to run a Workplace Diversity Initiative in 2010. The Workplace Diversity Initiative aims to provide practical supports to business and trades unions to enable them to promote and champion diversity within the workplace.

#### **1. Employer Strand**

IBEC, the national representative body for employers in Ireland, received funding to undertake the following actions:

##### **Maintain a 'help-desk' to respond to specific queries from employers**

The help-desk enabled employers to call in with any questions or queries that faced them in the area of diversity. These can range from problems they were facing, proactive measures for which they needed assistance, views on their diversity strategies or information on what others are doing in the area. The help-desk has been promoted through IBEC publications and at various diversity networks and events.

#### **2. Hold networking events for employer**

The IBEC Diversity Forum met four times in 2010 to look at topics related to cultural diversity and the nine equality grounds covered by the Irish equality legislation. The members of this forum represent 25 organisations that have engaged a diverse workforce and are using best practice methods in integrating that workforce. Through the diversity newsletters and help-desk, IBEC recruited new members to this forum and as a result broadened the level of interest in diversity and the integrated workplace among employers.

In autumn 2010, IBEC ran external networking events in Dublin, Cork and Limerick to disseminate the message of the importance of the integrated workplace for equality and business success. Each diversity event focused on (1) motivating delegates to take action within their companies on diversity and inclusion and (2) equipping them with information and skills to implement actions in their own workplaces. Each event had a keynote presentation from Professor Patrick Flood on his recently published research entitled "Beyond high performance work systems: The impact of including diversity and equality management on firm performance". This research makes the conclusive case for Irish business that the management of diversity and the compliance with equality legislation leads to improved business performance. This was followed by facilitated peer to peer shared learning. The target audience was human resource or diversity professionals. In total 105 delegates participated in these events from a mixture of large, small, public and private sector organisations.

### **3. To disseminate information through e-bulletins**

IBEC ran an e-bulletin for employers to give them a regular update on relevant diversity and equality news and upcoming topics for their review and action.

## **II. Business Strand**

The Workplace Diversity Initiative funded 3 actions by representative organisations for business at local level to take action to promote workplace diversity. A competitive process was organised whereby local chambers could bid for funding to organise seminars on workplace diversity. The funding was awarded to Chambers Ireland - the national network for chambers of commerce in Ireland, Ennis Chamber and Limerick Chamber.

### **1. Ennis Chamber**

Ennis Chamber organised a seminar entitled *'Unity in Diversity in the Workplace – Integration Benefits for Business'* which took place on 23 November 2010 in Ennis.

The seminar consisted of a number of expert speakers in the area of diversity and integration in the workplace. The content covered the benefits for businesses in incorporating and implementing a proactive diversity and integration programme within their organisation. It looked at the benefits for business from a focus on diversity.

### **2. Limerick Chamber**

Limerick Chamber organised a seminar entitled *'Recognising the Benefits and Challenges of a Diverse Workforce'* on 24 November in Limerick. Speakers were drawn from business consultancy, migrant NGO, migrant business network and local businesses. Speakers included Tony Kerins of Peninsula Business Services, Helen O'Grady and Rabiya Ali of Doras Luimní - a support organisation for migrant communities in Limerick, Kieran McDermott of McDonald's and Tim Madden of the Irish-Polish Cultural and Business Association. The event provided an opportunity to make the case for the benefits for business of championing workplace diversity.

### **3. Chambers Ireland**

Chambers Ireland ran a seminar on best practice in workplace diversity entitled *'Opportunities in an Inclusive Workforce'* which took place in Dublin on 15 December 2010. There were two main goals of the seminar: first, to promote the benefits to business of diversity in the workplace and highlight examples of best practice, and second, to provoke some debate on the issue between a variety of stakeholders. The speakers invited to contribute to the seminar were selected because of their experience in dealing with the interface of diversity issues and commerce. The event was hosted by An Post at their headquarters in the GPO, whose 'LEADERS Project', (a project focusing on immigrants taking a lead in the Irish business community) won a Chambers Ireland Corporate Social Responsibility Award in 2010. The seminar was chaired by John Cunningham, Chairman of the Immigrant Council of Ireland.

Contributions were made by representatives from companies considered to be leading the field in best practice in workplace diversity such as Dublin Bus and Accenture. Practical advice on implementing a diversity policy was provided by Peninsula Business Services, HR consultants, and Dr. Ronit Lentin of Trinity College (who had worked with An Post on the LEADERS Project) spoke on some of the challenges for conventional diversity programmes in businesses.

### **III. Trade Union Strand**

Congress, the national representative organisation for trades unions in Ireland, has received funding under the Workplace Diversity Initiative.

#### **1. Diversity Challenge Fund**

Congress launched a competitive process whereby individual trades unions could bid for funding to develop their capacity to act as diversity champions within the workplace. Congress selected the IBOA, Unite, SIPTU, Mandate, Communication Workers' Union and the INMO for funding to undertake actions such as diversity training and providing supports for migrant workers.

#### **2. Diversity Strategy**

Congress is currently preparing a Diversity Strategy for trades unions that will be launched in 2011.

#### **AkiDwa – Multiple Discrimination**

The Equality Authority supported AkiDwa to undertake a project to explore the impact of multiple discrimination on minority ethnic women's experiences of education and employment. The project involved consultations with minority ethnic women and the production of a project report. The project will be completed in 2011.

---

## Capacity Building

---

### **Strategic Goal 6: *An Effective and Efficient Equality Authority***

---

#### **Decentralisation**

The development of the Equality Authority offices in Roscrea continued during 2010. The four main functions operating out of the Equality Authority's Roscrea office are the *Public Information Centre*, including its 1890 lo-call services, some Legal and Development functions. The main Financial, Corporate and other Administrative Support functions continue to operate successfully from the Roscrea office. The CEO bi-locates between the Roscrea and Dublin offices.

#### **Parent Department**

As part of the restructuring of Departments and agencies announced by the Taoiseach in Dáil Éireann on 23rd March 2010 the Equality Authority was moved from the aegis of the Department of Justice, Equality and Law Reform to the aegis of the Department of Community, Equality and Gaeltacht Affairs.

#### **Staffing**

At year end 2010 there were 35 staff at the Equality Authority June 2009 including Ms. Renee Dempsey as Chief Executive. The Authority would like to take this opportunity to thank all former colleagues for their important contribution to its work and to reiterate its welcome to those staff who came to work with us during 2010.

#### **Information Technology & Communications**

The Equality Authority remains linked to the Department of Justice and Law Reform for IT purposes, this allows for IT backup and security.

#### **Health & Safety**

Health & Safety reviews were carried out on a monthly basis in both the Dublin and Roscrea offices in 2010. During the year, one alarm evacuation was conducted during office hours at the Dublin office and two in the Roscrea office.

#### **Annual Staff Meeting**

The Annual Staff meeting took place on 31st March 2010. Mr Peter Ryan, RA Consulting presented to the meeting on the "Customer Service Review" which had been carried out in 2009.

#### **Training & PMDS**

Individual training needs were identified for staff under the integrated model of the Performance Management and Development System (PMDS).

A total of 55 days training days were provided for staff in 2010. The training included Management Development, Financial Management, Foreign Language training, Continuing Professional Development as well as Diversity Training. The support received from the Department of Justice, Equality & Law Reform in providing training to staff is very much appreciated.

The Board had one training session on the "Code of Practice for the Governance of State Bodies" and related governance issues. The training was provided by the IPA.

### **Customer Service**

Customers continue to be encouraged to let us know what they think of our services including in writing. Comments may also be made through the dedicated customer feedback page on our website. Alternatively, a Comment Card is made available in our reception area and through our Public Information Centre.

### **Conference and Meeting Facilitation**

Meeting facilities at the Equality Authority were in constant use throughout the year, 119 meetings were held by the Equality Authority and a further 64 by the Office of Irish Youth Justice Service who are co-tenants in the building at Clonmel St. There was one "Stakeholders Forum" held in 2010.

### **Planning & Review**

The Equality Authority Strategic Plan "Equality for All in a Time of Change" was published in March 2009. The Plan covers the three-year period 2009-2011. It is available on [www.equality.ie](http://www.equality.ie). Relevant reviews initiated during 2010 were:

- A Corporate Governance Review
- A Review of the System of Internal Financial Controls

### **Freedom of Information**

The Freedom of Information Acts 1997 to 2003 applies to the Equality Authority. The Act asserts the right of members of the public to obtain access to official information to the greatest extent possible consistent with the public interest and the right to privacy of individuals. A total of four Freedom of Information requests were received during 2010. Two were granted in full and two were part granted. There was one internal review carried out under the Freedom of Information Acts.

### **Procurement**

During 2010, six "Requests for Tender" were issued and twelve contracts signed.

### **Prompt Payment of Accounts Act, 1997**

The Equality Authority complies with the requirements of the Prompt Payment of Accounts Act, 1997. All invoices presented for payment are examined to ensure that they are in compliance. The Equality Authority's procedures provide reasonable but not absolute assurance against material non-compliance with the Act. During the year ended 31st December 2010 no payments were made in relation to obligations under Prompt Payment of Accounts Act, 1997.

# Appendix 1: Joint Initiatives & Representation on Policy Committees

## 1. Equality Authority Joint Initiatives in 2010

*The following is a list of the organisations that worked with the Equality Authority on joint initiatives in 2010.*

Age Action	County Wexford VEC
Age and Opportunity	County Wicklow VEC
AkiDwA	Crisis Pregnancy Programme - HSE (formerly Crisis Pregnancy Agency)
Amnesty International	Curriculum Development Unit, City of Dublin VEC
An Garda Síochána	CPLN area Partnership
BeLonG To Youth Services	Dublin Bus
Bus Éireann	Dublin City Council
Cavan County Council	Economic and Social Research Institute (ESRI)
Central Statistics Office	Ennis Chamber of Commerce
Chambers Ireland	EQUINET - the European Network of National Equality Bodies
Citizens Information Board	European Commission
Citizens Information Centres	EU Fundamental Rights Agency
Communication Workers' Union	European Institute for Gender Equality
Commercial Mushroom Producers	European Network Against Racism Ireland
Congress	FÁS
County Dublin VEC	Froebel College of Education
County Louth VEC	Further Education Support Service
County Mayo VEC	
County Waterford VEC	

---

## 1. Equality Authority Joint Initiatives in 2010 (*continued*)

---

GAA	National Disability Authority
Galway City Partnership	National Lesbian and Gay Federation
Galway Traveller Movement	National Women's Council of Ireland
Gay and Lesbian Equality Network (GLEN)	National Youth Council of Ireland
Health Service Executive (HSE)	OBERAXE, the Spanish Monitoring Centre on
IBEC	Racism and Xenophobia
Immigrant Council of Ireland	One Family
Irish Bank Officials' Organisation	One Parent Exchange and Network
Irish Council for Civil Liberties	Pavee Point
Irish National Teachers' Organisation	Public Service Executive Union
Irish Nurses and Midwives' Organisation	Professional Development Service for Teachers
Irish Senior Citizens' Parliament	School Development Planning Initiative
Irish Traveller Movement	See Change
Irish Universities Association Equality Officers' Network	Services Industrial Professional and Technical Union
Irish Vocational Education Association	Shine
Kildare County Council	St Joseph's Girls National School
Limerick Chamber of Commerce	South Tipperary VEC
Local Government Management Services Board	Transgender Equality Network Ireland
Mandate	UNITE
Men's Development Network	University College Cork
Migrant Rights Centre Ireland	University College Dublin
National Association of Principals and Deputy Principals	University of Dublin



## 2. Equality Authority Representation on Policy Committees in 2009

### *Representation on Policy Committees:*

#### **Advisory Committee on Equal Opportunities for Women and Men**

Renée Dempsey

#### **Advisory Group for Irish Contraception and Crisis Pregnancy Survey (II)**

Laurence Bond

#### **Advisory Group, National Office of Equity of Access to Education, Higher Education Authority**

Cathal Kelly

#### **An Garda Síochána Diversity Strategy Board**

Brian Merriman

#### **An Garda Síochána Strategic Human Rights Advisory Committee**

Carol Baxter

#### **Border, Midland and Western Operational Programme Monitoring Committee**

Carole Sullivan

#### **Consultative Forum on an Employment Strategy for People with Disabilities**

Deirdre Toomey

#### **CSO Census 2011 Advisory Group**

Laurence Bond

#### **CSO Liaison Group on QNHS Equality Module 2010**

Laurence Bond

#### **European Institute for Gender Equality**

Renée Dempsey

#### **FETAC Standards Advisory Board**

Laurence Bond

#### **Fundamental Rights Agency Sub-Committee**

Brian Merriman

#### **GAA Inclusion and Integration Working Group**

Vincent Edwards

#### **Human Capital Investment Operational Programme Monitoring Committee**

Carole Sullivan

#### **INTERREG Programme Monitoring Committee**

Cathal Kelly

#### **National Women's Strategy Monitoring Committee**

Carol Baxter

#### **Research Ethics Committee - National Longitudinal Study of Children in Ireland (NLSCI)**

Laurence Bond

#### **Social Inclusion Division - Technical Advisory Group**

Laurence Bond

#### **Southern and Eastern Operational Programme Monitoring Committee**

Cathal Kelly

#### **Working Group on Ethics in Children's Research (Office of the Minister for Children)**

Laurence Bond

#### **Working Group on the Promotion of Equality, EQUINET - the European Network of National Equality Bodies**

Cathal Kelly

# Notes

A series of 20 horizontal dotted lines for writing notes.

# Notes

A series of horizontal dotted lines for writing notes.

