



IRISH THEATRE INSTITUTE

creating opportunities abroad **strengthening resources at home**

IRISH THEATRE INSTITUTE

Equality, Diversity and Inclusion Policy

Irish Theatre Institute (ITI) is committed to the principles of equality of access, participation and outcome for all in its business/organisational dealings. ITI endeavours to ensure that all clients and colleagues are treated fairly and equally and are not discriminated against on any of the grounds of gender, marital status, family status, sexual orientation, religion, age, disability, race or membership of the Traveller community.

Irish Theatre Institute seeks to ensure that the company:

- treats everyone with dignity and respect in a fair and consistent manner in an environment where inappropriate behaviour is not acceptable;
- provides services that are fair and free from discrimination, sexual harassment, harassment or victimisation;
- accommodates diversity across the nine grounds covered by the equality legislation and meets the needs that are specific to particular groups of clients and colleagues;
- makes reasonable accommodation for clients and colleagues with disabilities;
- seeks to benefit all clients and colleagues by promoting equality and implementing positive action where necessary.

Equal Opportunities

Irish Theatre Institute is an equal opportunity employer. Our policy is to be fair and consistent in all aspects of our business. We recognise, respect and value differences and diversity.

ITI provides equal opportunities to all employees in access to employment, conditions of employment, training or experience for or in relation to employment, promotion, or classification of job, and in other employment decisions without discrimination on grounds of gender, marital status, family status, sexual orientation, religion, age, disability, race or membership of the Traveller community. Individuals are selected on the basis of their abilities and merits to perform the tasks required. Staff appointments are made based upon demonstrably objective criteria and recruitment procedures are always adhered to.

ITI Directors and Board Members must comply with employment equality and equal status legislation. When taking decisions, the Board of Irish Theatre Institute shall ensure that the principle of equality of treatment is respected. The Board shall in particular avoid any unjustified discrimination based on any of the nine grounds for discrimination covered by the equality legislation.



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Diversity and Inclusion Policy

Irish Theatre Institute respects our employees, colleagues, artists, partners, funders and stakeholders without regard to their differences or similarities. Our actions and behaviours must demonstrate and confirm our respect for each other and each other's contributions.

The company is committed to the goals of equal opportunity and affirmative action creating opportunities to engage with the organisation. It aims to provide an environment that fosters fairness, equity, and respect for social and cultural diversity, and that is free from unlawful discrimination, harassment and vilification as determined by current and future legislation.

Each employee is personally responsible and accountable for ensuring that their actions and behaviours reflect this policy.

This policy is designed to be a 'living document' that is reviewed regularly and adapted in consultation with leading sectoral experts to ensure that ITI's policy reflects current industry standards.

This policy will be reviewed by the Board annually.