

Policy	Equal Opportunities Policy
Approved by the OHI Board	December 2024
Next Review Date	December 2026

1. Introduction

Olympic Handball Ireland (OHI) is committed to providing equality of opportunity in all aspects of its activities and ensuring that no individual is discriminated against on the grounds of age, gender, disability, marital status, family status, sexual orientation, race, religion, or membership of the Traveller community. This policy applies to all staff, volunteers, participants, and other stakeholders involved with OHI.

2. Purpose

The purpose of this policy is to:

- Promote equality and eliminate discrimination within OHI's operations.
- Foster a culture of inclusivity and respect for diversity.
- Comply with all relevant legislation, including the Employment Equality Acts 1998-2015 and the Equal Status Acts 2000-2018.

3. Scope

This policy applies to:

- Recruitment, employment, and management of staff and volunteers.
- Program delivery, including events, training, and competitions.
- Communications and interactions with members, partners, and the public.

4. Principles

1. Non-Discrimination: OHI does not tolerate discrimination, harassment, or victimization in any form.
2. Diversity and Inclusion: OHI values diversity and is committed to creating an inclusive environment where everyone feels respected and valued.
3. Accessibility: OHI will take steps to ensure that its services, events, and facilities are accessible to all, including those with disabilities.
4. Awareness and Training: OHI will provide regular training and resources to staff and volunteers to raise awareness and promote understanding of equality and diversity issues.

5. Implementation

1. Recruitment and Employment
 - Job and volunteer role descriptions will focus on essential skills and qualifications, avoiding bias.
 - Recruitment processes will ensure equal treatment for all candidates.
2. Program Delivery
 - All participants will be given equal opportunities to engage in OHI programs and activities.
 - Efforts will be made to eliminate barriers to participation, such as financial, physical, or cultural obstacles.
3. Complaints and Grievances
 - Any complaints relating to discrimination, harassment, or victimization will be treated seriously and investigated promptly.
 - A clear complaints procedure will be available to all stakeholders.

6. Monitoring and Review

- OHI will regularly monitor the effectiveness of this policy and its implementation through feedback, participation data, and review processes.
- The policy will be reviewed annually to ensure it remains relevant and effective.

7. Responsibility

- Board of Directors: Oversight of the policy and its implementation.
- CEO: Ensures operational compliance with the policy.
- Staff and Volunteers: Responsible for upholding and promoting the principles of the policy in their roles.

8. Communication

This policy will be communicated to all staff, volunteers, and stakeholders. It will be included in onboarding materials and made available on the OHI website.

9. Compliance

OHI complies with all relevant Irish and European equality legislation and strives to exceed these standards in practice.



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