DCU Equality and Access Policy

1. DCU Equality and Access Policy

General Statement of Commitment to Equality and Access.

Dublin City University confirms its commitment to:

i) develop maintain and support a comprehensive policy of equality within the University. It aims to create the conditions whereby students, staff and all others associated with the University are treated equitably regardless of gender, disability, sexual orientation, race, membership of the traveller community, religious beliefs, age, civil partnership status or family status.

ii) develop, maintain and support policies to improve access to the University and to University education by economically or socially disadvantaged people, by people who have a disability and by people from sections of society significantly under-represented in the student body.

2. Aims and Objectives

The aim of the policy is to ensure no job applicant or employee, prospective student or student, receives less favourable treatment on any grounds referred to in 1.1(i) above. In a context where there is under-representation of groups within the University and at levels within the University, it recognises that policies of positive action are necessary to promote equality of opportunity for all and is committed to programmes of action to make these policies fully effective, while maintaining normal quality standards.

3. Procedures and Codes of Practice

The University will develop and implement policies and practices that will promote equality of opportunity and redress imbalances that currently exist within the University. Specific policies and codes of practice will be adopted and implemented in the following areas:

i) recruitment, selection and promotion of staff;
ii) training and development of staff;
iii) personal harassment of staff and students (bullying, sexual harassment, racism);
iv) equal opportunities for people with disabilities;
v) work and family responsibilities;
vi) access for those from economically or socially disadvantaged backgrounds.
These policies and procedures, as approved by Governing Authority, will form part of the Equality and Access Policy of the University. * In some areas, policies and codes of practice are already in place.

4. Responsibilities

i) The President has ultimate executive responsibility for the effective development and implementation of equality and access policies.

ii) The Equality Director has overall delegated responsibility for coordinating the day to day operation of the policies and the development, maintenance and monitoring of supporting procedures.

iii) The President will include in the Annual Report a progress statement on equality and access.

iv) Heads of Schools and Units are responsible for pursuing the implementation of these policies in relation to the activities of their departments.

v) Staff, students, visitors and others associated with the University have a responsibility to ensure that their actions comply with both the requirements and the spirit of the policies.

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