



Equality, Diversity & Inclusion Policy Version 2

Purpose:	This policy outlines DkIT’s formal commitment to Equality, Diversity and Inclusion so that all members of the institute community experience a positive inclusive environment where everyone is treated with dignity and respect.		
Circulation:	This document is available for all to review and will be published on the Institute’s website		
Policy author:	Vice President for Finance and Corporate Affairs		
Policy Owner:	EDI Institute Committee Governing Body		
Approval:	EDI Institute Committee:	21 April 2026	
	Executive Board:	17 May 2026	
	Governing Body EDI Sub Committee:	30 June 2026	
Approval Date:	Governing Body (Date TBC)		

Table of Contents

Reference	Details	Page
1	Introduction	3
2	Scope	4
3	Roles & Responsibilities	4
4	Aims of the Policy	5
5	Implementation	5
6	Procedures	5
7	Complaints	6
8	Internal Monitoring and Auditing	6

1. Introduction

1.1 DkIT is committed to:

- Promoting equality and providing an environment where all members of its community are treated with respect and dignity.
- Upholding and promoting the human rights of all staff, students and stakeholders.
- Employing a workforce and educating a student body that reflects the diverse community we serve.

DkIT has embedded the promotion of equality, diversity and human rights in its Strategic Plan.

The following legislation and frameworks underpin the Institute's work and its obligations under the Public Sector Equality and Human Rights Duty:

- The Employment Equality Acts 1998-2015 - prohibit discrimination in employment, including recruitment, promotion, pay and other conditions of employment.
- The Equal Status Acts 2000-2018 – prohibit discrimination in access to and provision of services, accommodation and educational establishments.
- The Disability Act 2005 - places significant obligations on public bodies in terms of providing integrated access to services and information to people with disabilities, as well as promoting the employment of people with disabilities.
- The Gender Recognition Act 2015 - allows individuals to have their preferred gender legally recognised through a Gender Recognition Certificate
- The Irish Human Rights & Equality Commission Act 2014 - places several obligations on public bodies, including the Public Sector Equality and Human Rights Duty.
- The Public Sector Equality & Human Rights Duty – Section 42 of the Irish Human Rights and Equality Commission Act 2014, places a legal responsibility on all public bodies to actively promote equality, prevent discrimination, and protect the human rights of people affected by their work. This includes employees, service users, students, customers and members of the public. As part of this duty, public bodies must:
 - Identify the equality and human rights issues relevant to their work and functions, including their role as employers, service providers and policy makers.
 - Put appropriate policies, procedures and actions in place to address those issues and support fair and equal treatment.
 - Report publicly each year on the progress made and the measures taken to meet these obligations.

1.2 We are committed to providing equality of opportunity and taking a proactive approach to eliminating discrimination and promoting equality and human rights to ensure that all of our staff, students and visitors, as well as those that seek to apply to work or study within DkIT are treated fairly and are protected from both direct and indirect discrimination, harassment and victimisation on the basis of any of the nine protected grounds:

- Gender
- Civil status
- Family status
- Sexual orientation

- Religion
- Age
- Disability
- Race
- Membership of the Traveler community

2. Scope

- 2.1** The policy is applicable to all staff (which includes for the purposes of this policy and for ease of reference, consultants, contractors, volunteers, casual workers and agency workers), students and applicants to work or study within the Institute. The principles of non-discrimination and equality of opportunity also apply to the way in which staff and students should treat each other, visitors, contractors, service providers, suppliers and any other persons associated with the functions of the Institute.

All Institute activities, policies and decision making processes fall within the scope of this policy and must comply with equality and human rights requirements.

3. Roles and Responsibilities

- 3.1** The Governing Body and Executive Board have ultimate accountability for compliance with the Institute's equality obligations. They are also responsible for ensuring compliance with the Public Sector Equality and Human Rights Duty, including the assessment, implementation and reporting of equality and human rights actions.

The Equality, Diversity and Inclusion Committee (EDI) is responsible for reviewing the implementation of this policy regularly and for any amendments that may be required to the policy, with due regard to consultation with relevant forums and other Institute committees. The EDI committee will provide an annual equality report to the Executive Board and the Governing Body. This report will include measurable outcomes, equality data and progress against established targets.

- 3.2** Staff and students have a responsibility to:

- Read and understand this policy and the related Dignity at Work - Bullying and Harassment policy and;
- Report unacceptable behaviour in accordance with the Dignity at Work - Bullying and Harassment policy.

- 3.3** Institutional Management have a responsibility to:

- Set a good example by treating all members of the Institute with dignity and respect and challenging unacceptable behaviour;
- Ensure all staff and students are aware of this policy and know how to report discrimination, harassment or bullying, and that reporting incidents does not result in victimisation;
- Provide their staff with information (or knowledge about where to find such information) about employee rights;

- Deal with complaints fairly, thoroughly, quickly and confidentially.
- Ensure that all policies, practices and decisions are subject to equality and human rights screening and impact assessment.

4. Aims of the Policy

4.1 The Institute's aim is to promote equality of opportunity for all, through the following objectives:

- Ensuring all policies, procedures and practices are equitable, inclusive and subject to Equality and Human Rights Impact Assessment (EHRIA);
- Having an effective data collection, monitoring and analysis process across all protected grounds, including intersectional data where possible;
- Involving all internal stakeholders in the development and delivery of our equality objectives;
- Promoting equality, diversity, inclusion and human rights awareness through internal and external communications;
- Encouraging and requiring targeted groups of staff to take part in equality training, especially those who have responsibility for recruitment and selection;
- Ensuring staff and institute student support services are, as far as reasonably practicable, accessible and inclusive to all;
- Ensuring that both existing staff and students, as well as those who seek to apply to work and study with us, are treated fairly and are judged solely on merit and by reference to their skills and abilities;
- Comply with all legal obligations and demonstrate measurable progress through defined equality objectives and performance indicators.

5. Implementation

5.1 The Institute community shares responsibility for the successful application of this policy, whilst specific responsibility falls to management who are professionally involved in staff and student support, development and supervision. Senior management will be accountable for delivering measurable equality and human rights outcomes.

5.2 The Institute will seek to ensure, wherever possible, that all relevant Institute groups have equal access and that reasonable accommodations and adjustments to working and learning practices are proactively identified and implemented to support a diverse and inclusive community.

5.3 Any staff member or student who feel that they may have been the victim of discrimination, harassment, bullying or victimisation should refer to the Institute's Dignity at Work - Bullying and Harassment Policy.

5.4 This policy will be published on the Institute website so all relevant Institute groups are aware of

their entitlements and responsibilities with regard to equality, diversity and inclusion.

- 5.5** All new and existing policies, services and initiatives will undergo Equality and Human Rights Impact Assessment to identify and address potential inequalities or risks.

6. Procedures

- 6.1** A failure to comply with the principles set out in this policy will be considered in line with other relevant Institute policies, as referred to above. Breaches may result in disciplinary action and will be monitored as part of equality compliance audits.

7. Complaints

- 7.1** Any cases of discrimination, harassment, bullying or victimisation will be taken very seriously by the Institute. Any member of staff or student found responsible may be subject to disciplinary action. Appropriate action will be taken if any member of the public, visitor or service provider is found to be involved in discrimination or harassment.
- 7.2** Staff, students or other parties who make a complaint of discrimination have the right to do so without fear of victimisation, and the Institute will make every effort to ensure that any complaints are dealt with promptly and fairly.
- 7.3** The Dignity at Work – Bullying and Harassment Policy can be downloaded from the Institute’s website and contains the procedure to follow for staff or students who wish to make a complaint of discrimination, harassment, bullying or victimisation.

8. Internal Monitoring and Auditing

- 8.1** The EDI committee will annually report and monitor the implementation of the policy and will:
- Review equality data and trends
 - Monitor progress against targets
 - Identify equality and human rights risks
 - Recommend corrective actions
 - Ensure compliance with the Public Sector Equality and Human Rights Duty. This also entails publication of an annual Equality and Human Rights Report outlining:
 - Actions taken
 - Progress achieved
 - Identified gaps
 - Future priorities

The EDI committee will recommend any required revisions or actions to the Institute’s Executive Board and Governing Body.