

Na Píobairí Uilleann

Gender Identity Policy



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Purpose

The purpose of this policy is to provide guidance and support to colleagues who may wish to transition or affirm their gender in the workplace. This policy has been developed in the context of the Employment Equality Acts 1998-2015, which prohibit direct and indirect discrimination in relation to the nine equality grounds including gender. The policy does not anticipate every situation that might occur and the needs of each individual must be considered on a case-by-case basis. Training sessions will be available to promote awareness and understanding of gender identity and expression in the workplace.

Scope

This Policy relates to all Employees of Na Píobairí Uilleann.

Policy

Na Píobairí Uilleann is committed to fostering a supportive, fair, and inclusive workplace where all colleagues are treated with dignity and respect. This includes creating a welcoming and safe environment for all, regardless of gender identity or expression. Gender identity refers to a person's internal, deeply-felt sense of being male, female, or something other or in-between, regardless of the sex they were assigned at birth. Na Píobairí Uilleann recognises the Employment Equality Acts 1998-2015 which prohibit discrimination in employment including recruitment, promotion, pay and discrimination with respect to gender which can include both direct and indirect discrimination:

Direct discrimination may occur when an employee or job applicant is treated less favourably than another employees in the same situation or circumstances because of their gender (including gender identity or gender expression); and

Indirect discrimination may occur where an apparently neutral provision puts an employee or group of employees or job applicants who are members of one of the nine groups (including gender) at a disadvantage because of being a member of that group

Na Píobairí Uilleann (NPU) has and will continue to develop policies, procedures and practices that comply with the Employment Equality Acts 1998-2015.