Coláiste Breisoideachas Stigh Lorgan
Stillorgan College of Further Education

EQUAL OPPORTUNITIES POLICY

Statement of Policy

Stillorgan College of Further Education is committed to a policy of equal opportunities for all, in all aspects of its teaching and assessment. To this end, the College aims to create the conditions whereby students and staff are treated solely on the basis of their merits, abilities and potential, regardless of gender, colour, race, ethnic origin, disability, religious or political beliefs, marital or parental status, sexual orientation, age or other irrelevant distinction.

Aims and Objectives

The overall aim of this policy is to promote equality of opportunity for all employees and students, both full-time and part-time, by ensuring that all academic and other practices operate on the basis of the appropriate merits, qualifications, abilities and potential of individuals.

The specific objectives of the policy are:

- To create a working and learning environment in which staff and students are encouraged to develop their full potential and where all are treated with dignity and respect.
- The College is committed to providing an environment that is free from any form of harassment, bullying or victimisation.
- To ensure that all applicants that apply to study in the College are treated fairly, and in accordance with published policies and procedures.
- To monitor and review policies and practices to ensure that they do not, directly or indirectly, discriminate against individual members of staff/students or particular groups of staff/students.
- To identify programmes of positive action within which these objectives can be achieved.

Reviewed and adapted by Board and Management 29 November 2012

Responsibilities of Staff and Students

A successful Equal Opportunities policy requires the active support of the entire College community. The specific responsibilities of both staff and students to achieve the successful implementation of this policy are set out here:

Responsibilities of Staff:

- Each member of staff should recognise and respect the rights of other members of staff and the student body, and should contribute to a harmonious environment for all.

- Staff members should actively co-operate with any measures introduced by the College to promote equal opportunities for staff or students.

- Staff members must not, either directly or indirectly, discriminate unfairly against fellow employees or students.

Responsibilities of Students:

- All students have a responsibility to respect the rights of staff and of other students; to promote equality of opportunity and to contribute to the creation of an environment that is harmonious and free from unfair discrimination and harassment.

- More specifically, students will respect the College's Equal Opportunities Policy and practices in their dealings with other students and College staff.

- Students also have a responsibility to ensure that any clubs/societies or social events organised under the auspices of the College do not discriminate against individual students or particular groups of students, and that any posters or other publications do not contain words or images that are intimidatory or offensive to others.