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Equal Opportunities & Diversity	Next review: January 2026
	Policy author: Human Resources
	Policy owner: Human Resources
	Approved by: CEO
	Location: IRISHR

1. The Open Data Institute is fully committed to the elimination of unlawful and unfair discrimination and values the differences that a diverse workforce brings to the organisation and is committed to providing equal opportunities in employment and to avoiding unlawful discrimination.

1.1. The Open Data Institute will not discriminate because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (which includes colour, nationality and ethnic or national origins), religion or belief, sex or sexual orientation. It will not discriminate because of any other irrelevant factor and will build a culture that values meritocracy, openness, fairness and transparency.

1.2. All employees are responsible for the promotion and advancement of this policy. Behaviour, actions or words that transgress the policy will not be tolerated and will be dealt with in line with the Open Data Institute's disciplinary procedure.

1.3. The Open Data Institute will avoid unlawful discrimination in all aspects of employment including recruitment, promotion and opportunities for training, pay and benefits, discipline and selection for redundancy.

1.4. Disability and personal or home commitments will not form the basis of employment decisions except where necessary. The Open Data Institute will also make reasonable adjustments to its standard working practices to overcome barriers caused by disability.

1.5. Employees can be held personally liable as well as, or instead of, the Open Data Institute for any act of unlawful discrimination. Employees who commit serious acts of harassment may be guilty of a criminal offence. Acts of discrimination, harassment,

bullying or victimisation against employees or clients are disciplinary offences and will be dealt with under the Open Data Institute's disciplinary procedure. Discrimination, harassment, bullying or victimisation may constitute gross misconduct and could lead to dismissal without notice.

1.6. An employee, who considers that they may have been unlawfully discriminated against, may use the Open Data Institute's grievance procedure to make a complaint.