

## Section 3. Equal Opportunities

### 3.1 Statement Of Intent

An Teach was established with two main objectives in mind:

- To enable young Irish people to have more control over their housing situation.
- To develop a practical response to the increase in Irish youth homelessness arising from current emigration.

To try to ensure that all young Irish people in housing need have access to An Teach housing provision,

i) we will publicise an Teach and accept referrals from a wide range of hostels/agencies/groups which deal with young Irish people.

ii) we will monitor the policies and procedures of An Teach and where necessary take positive action to rectify any inconsistencies that might be revealed. Targets will be set at the Management Committee meeting and monitored.

iii) this policy will be made available to all Contractors, Employees, Licencees, Management Committee members who will be required to comply with its content.

### 3.2 Equal Opportunities Policy

#### AN TEACH IRISH HOUSING ASSOCIATION IS COMMITTED TO EQUAL OPPORTUNITIES

1. The aim of our policy is to ensure that no job applicant or applicant for housing or employee or licencee, or Management Committee member receives less favourable treatment on the grounds of race, colour, ethnic or national origins, age, marital status, sex, sexual orientation, religion, physical disability or is disadvantaged by conditions or requirements which cannot be seen to be justifiable.

2. As part of its commitment to equal opportunities and in order that the implementation of the policy can be assessed, An Teach Irish Housing Association will collect and monitor records of the age, ethnic origin, sex and physical disability of all those seeking employment and housing from An Teach.

3. All employees and Management Committee members will be given equal opportunities training and where appropriate special training to progress within the organisation.

4. In fulfilling its responsibilities, the Association's Management Committee will have regard to its commitment to equal opportunity.

### 3.3 Monitoring.

In line with its commitment to Equal Opportunities the Housing Management Sub-Committee will approve the minutes of the selection and allocations group to ensure that targets are being met as set out in the Selection and Allocation Policy and laid down from time to time by the Management Committee.

The Housing Management Committee will monitor:  
The numbers of members of disadvantaged groups applying and being housed; their relative housing need according to Housing Needs factors as set out in the Selection and Allocation Policy; the agencies from which applications are originating.

The Management Committee will monitor the work of the organisation and set and monitor EOP targets.

By monitoring and approving the minutes of the Housing Management Sub-Committee.

By setting targets for the: numbers and constitution of residents occupying property, the use of contractors, the employment of workers, and other targets as it sees fit for the various subcommittees and reviewing them quarterly.

By supervising the numbers and constitution of the Management Committee according to EOP targets set at Annual General meeting or from time to time at General Meetings.

## Section 4. Anti-Harrassment Policy and Procedure

### 4.1 Policy Statement

An Teach will not tolerate "Harassment on grounds of ethnic origin or nationality or gender or sexuality or religious belief of any other occupant of the house or member of An Teach." Harassment can be manifested in many ways, including verbal and physical abuse or attacks on property. The result of cumulative petty actions may also be considered harassment.

The anti-harassment policy and procedure aims to ensure that if harassment does occur, all cases can be reported and fully investigated. It should ensure that individuals feel the case is dealt with promptly and as fairly as possible. The procedure will be a series of guidelines which will act as a reference for management committee and staff. An information sheet about harassment will be supplied and the policy explained to licensees on joining An Teach. The procedure needs to provide a means of dealing with the "perpetrator" regardless of who the harassment is aimed at.

- A) -Harassment by a resident may be grounds for eviction.
- B) -Harassment by a member of staff is a disciplinary matter and may be grounds for dismissal (refer to terms and conditions of employment).