

## Contact Organisations

Organisations involved in the 'For Diversity. Against Discrimination' campaign include:

> **Department of Justice, Equality and Law Reform**

Equality Division, Bishop's Square  
Redmond's Hill, Dublin 2  
Tel: 01 479 0200

> **Irish Business Employers Confederation (IBEC)**

Confederation House, 84-86 Lower Baggot Street, Dublin 2  
Tel: 01 605 1500

> **Irish Congress of Trade Unions (ICTU)**

31-32 Parnell Square, Dublin 1  
Tel: 01 889 7777

> **Irish Small and Medium Enterprises Association (ISME)**

17 Kildare Street, Dublin 2  
Tel: 01 662 2755

> **Irish Traveller Movement**

4-5 Eustace Street, Dublin 2  
Tel: 01 679 6577

> **Islamic Cultural Centre of Ireland**

19 Roebuck Road, Clonskeagh, Dublin 14  
Tel: 01 208 0000

> **Jewish Representative Council of Ireland**

57 Terenure Road North, Dublin 6 west  
Tel: 01 490 1857

> **National Disability Authority (NDA)**

25 Clyde Road, Dublin 4  
Tel: 01 608 0400

> **National Lesbian and Gay Federation**

Unit 2, Scarlett Row, Essex Street West, Dublin 2  
Tel: 01 671 0939

> **National Youth Council of Ireland (NYCI)**

3 Montague Street, Dublin 2  
Tel: 01 478 4122

> **People with Disabilities in Ireland (PWDI)**

Richmond Square, Morning Star Avenue, Dublin 7  
Tel: 01 872 1744

> **The Equality Authority**

2 Clonmel Street, Dublin 2  
Tel: 01 417 3333

> **The National Consultative Committee on Racism & Interculturalism (NCCRI)**

Floor 3, Jervis House, Jervis Street, Dublin 1  
Tel: 01 858 8000

> **Vincentian Refugee Centre**

St Peter's Church, Phibsboro, Dublin 7  
Tel: 838 9708

For further information on the campaign and a digital version of this information flyer, please visit:

[www.stop-discrimination.info](http://www.stop-discrimination.info)



An initiative of the European Union

# Our Differences make the difference



For Diversity



Against Discrimination

## Introduction

New European legislation adopted in 2000 prohibits discrimination on the grounds of religion or belief, disability, race or ethnic origin, age and sexual orientation. In 2004, these two European Directives, Framework Employment Directive and Race Directive were integrated into Irish law. These Directives take precedence over Irish law and were implemented by the Equality Act.

This act amended the pre-existing equality legislation: The Employment Equality Act 1998 and the Equal Status Act 2000. The changes to the legislation include revised definitions of sexual harassment / harassment, indirect discrimination and reasonable accommodation for people with a disability. In addition there is provision for the shifting of the burden of proof, in certain circumstances, from the claimant to the defendant. This can make it easier for people who have experienced discrimination to prove it.

The designated body in Ireland that provides practical and independent support and guidance to victims of discrimination on the grounds of race, religion or belief, disability, age, sexual orientation and other grounds, is the Equality Authority.

A five-year public awareness campaign has been initiated by the European Commission's Employment, Social Affairs and Equal Opportunities Directorate to inform and educate people regarding their new rights and responsibilities.



## Where to go for advice

### Equality Bodies

There are two independent bodies: the Equality Authority and the Equality Tribunal. The Equality Authority provides information to the general public on the equality legislation and provides legal advice and assistance only in cases of strategic importance to people who feel that they have been discriminated against on any of the grounds covered in the equality legislation, whether in an employment or non-employment area.

The Equality Tribunal is the independent statutory organisation set up to investigate and hear or mediate claims of discrimination in employment or non-employment. It has no advisory or promotional functions. A person who claims that s/he has been discriminated against in the area of employment or non-employment may seek redress by referring the case to the Equality Tribunal.

Contact details for the equality bodies are:

#### > Equality Authority

2 Clonmel Street, Dublin 2  
LoCall: 1850 245 545  
info@equality.ie, www.equality.ie

#### > The Equality Tribunal

3 Clonmel Street, Dublin 2  
LoCall: 1850 344 424  
info@equalitytribunal.ie, www.equalitytribunal.ie

Employers seeking more information on their rights and responsibilities should contact:

#### > Irish Business Employers Confederation (IBEC)

Confederation House  
84-86 Lower Baggot Street, Dublin 2  
Tel: 01 660 1011

#### > Irish Small and Medium Enterprises Association (ISME)

17 Kildare Street, Dublin 2,  
Tel: 01 662 2755

## Know your Rights

### Q1. What are the main aims of the Act?

Prohibit discrimination (with some exemptions) across nine grounds; prohibit sexual harassment and harassment; prohibit victimisation; require appropriate measures for people with disabilities in relation to access, participation and training in employment; require reasonable accommodation for people with disabilities in relation to access to goods and services; allow positive action measures to ensure full equality in practice in employment across all nine grounds.

### Q2. What are the nine grounds of discrimination?

Gender, marital status, family status, sexual orientation, religion, age, disability, race and membership of the Traveller community.

### Q3. What is meant by 'Discrimination'?

There are different types of discrimination covered by the Acts including direct discrimination, indirect discrimination and discrimination by association.

### Q4. What is Victimisation?

Victimisation occurs where the dismissal or other adverse treatment of an employee is a reaction by the employer to (a) a complaint of discrimination made by the employee to the employer, (b) any proceedings by a complainant, (c) an employee having represented or otherwise supported a complainant, (d) the work of an employee having been compared with that of another employee for any of the purposes of these Acts or any enactment repealed by these Acts, (e) an employee having been witness in any proceedings under these Acts or any such repealed enactment, (f) an employee having opposed by lawful means an act which is unlawful under these Acts or any such repealed enactment, or (g) an employee having given notice or an intention to take any of the actions mentioned in the preceding paragraphs.

Further public information on the equality legislation can be accessed at [www.equality.ie](http://www.equality.ie) Please note that the information supplied is for information purposes only and cannot be construed as legal advice.