



# EQUAL OPPORTUNITIES POLICY

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## 1. INTRODUCTION

Cricket Ireland is committed to promoting equality of opportunity in all employment practices, policies, and procedures. Every employee has a responsibility to ensure their behaviour and conduct reflect the standards expected under this policy.

The aim of Cricket Ireland's Equal Opportunities Policy is to foster harmony, respect, and positive working relationships in order to maximise organisational and employee performance.

Failure to provide equal opportunities risks wasting valuable talent and potential. Discrimination, harassment, bullying, or victimisation create fear, insecurity, and poor work performance. In addition to being unlawful, such behaviour damages morale. Therefore, all employees must understand and uphold their responsibilities under this policy.

Cricket Ireland treats breaches of this policy very seriously. Wilful failure to comply, or evidence of discrimination, harassment, bullying, or victimisation, may result in disciplinary action, up to and including dismissal for gross misconduct.

Cricket Ireland aims to build a workforce that reflects the diversity of the wider community and values individual contributions regardless of:

- Sex or gender
- Age
- Marital or civil partnership status
- Disability
- Sexual orientation
- Gender reassignment
- Race or ethnicity
- Religion or belief
- Political opinion

All employees will be treated with dignity and respect. Cricket Ireland will make every reasonable effort to maintain a workplace free from unlawful discrimination, harassment, or victimisation.

Any behaviour that breaches this policy will not be tolerated. All allegations will be taken seriously, fully investigated, and may be dealt with under the organisation's disciplinary procedures.

Cricket Ireland will periodically review its recruitment, selection, and promotion procedures to ensure individuals are treated and assessed solely on merit, skills, and ability.

This policy will be distributed and communicated to all employees and made available to relevant stakeholders as appropriate.

Employees who believe they have experienced treatment that breaches this policy are encouraged to raise concerns through the Grievance Procedure.

## 2. POLICY STATEMENT ON HARASSMENT AT WORK

Cricket Ireland is committed to protecting the dignity of every individual. Harassment of colleagues, visitors, or stakeholders is unacceptable and will be treated as gross misconduct.

Harassment and bullying can occur in many forms and may be directed toward any person regardless of gender. It may relate to characteristics such as race, religion or belief, age, sex, sexual orientation, pregnancy, gender reassignment, marital status, disability, or other personal attributes.

Harassment or bullying may involve behaviour, comments, exclusion, physical contact, or inaction that the recipient finds offensive, intimidating, humiliating, or demeaning. The test of harassment can be partly subjective and will consider how behaviour is reasonably perceived by the recipient.

Examples of unacceptable conduct include, but are not limited to:

- Verbal abuse, shouting, or insulting behaviour
- Sexist, racist, or offensive jokes about sexual orientation, age, or physical/mental characteristics
- Displaying or circulating sexually suggestive or racially offensive material
- Bullying, coercive, or threatening behaviour
- Ridiculing or excluding individuals based on cultural, religious, or personal characteristics
- Unwelcome sexual conduct, including inappropriate touching, staring, or sexual comments about appearance or dress
- Spreading rumours or making derogatory comments
- Refusing to communicate without justification
- Setting unreasonable objectives or deadlines
- Victimisation or social exclusion
- Persistent unjustified criticism

Harassment or bullying, particularly on the grounds of sex, race, age, disability, religion, or sexual orientation, will be treated as gross misconduct and may result in summary dismissal.

False or malicious allegations of harassment or bullying may also be treated as gross misconduct.

### 3. CONDUCT OUTSIDE THE WORKPLACE

This policy applies not only in the workplace but also at work-related events, during breaks, social gatherings, business travel, and commuting. Any breach of this policy in these contexts will be treated seriously and may result in disciplinary action, including dismissal.

### 4. HARASSMENT & BULLYING COMPLAINTS

Where appropriate, Cricket Ireland may temporarily or permanently relocate either the complainant or the person accused of harassment while investigations are conducted.

Cricket Ireland reserves the right to suspend an employee with pay while allegations are being investigated.

All complaints will be handled fairly, confidentially, and sensitively.

Employees who feel they are being harassed or bullied should, where possible, first inform the person responsible that the behaviour is unacceptable and request that it stop.

If the behaviour continues, or if direct resolution is not appropriate, the matter should be reported to a line manager. Complaints at this stage will be discussed in strict confidence.

Formal complaints should be submitted in writing to a line manager or another appropriate person of the same sex as the complainant. Management will then seek guidance and follow appropriate procedures in handling the complaint.