

Specialist Expertise in Equality and Discrimination Law*

At Richard Grogan & Associates we have over many years developed a specialist expertise when it comes to Equality and Discrimination Law.

We regularly advise on how to handle situations which arise in the workplace.

The law relating to Equality and Discrimination in Ireland – What is it?

The law in Ireland is set out in the Employment Equality Acts 1998-2011 but also covered by EU Directives which are directly effective here in Ireland.

The Legislation along with the EU Directives cover discrimination in the workplace from recruit policies to retirement and from equal pay to harassment.

They cover dismissal to training opportunities and reasonable accommodation for persons with disabilities to promotions.

The law in this area is not on treating people badly but rather on treating people differently.

The grounds to bring a claim are differences due to

- Gender
- Family status
- Civil status
- Religion
- Sexual orientation
- Age
- Disability
- Race
- Membership of the Traveller Community

How should employers deal with workplace discrimination? Employers will be expected to have an appropriate policy in place to cover various areas of discrimination. Their staff handbook should have a specific policy on discrimination but equally their policies in relation to recruitment, retirement age, salary increases, opportunities for

promotion and virtually every aspect of an employer's business should always cover issues of potential discrimination to ensure that they do not arise.

This does mean having policies and procedures put in place. It also means making sure that these are kept up to date.

In our practice we act for both employers and employees. Where we are acting for employees the cases we win are invariably because employers did not have appropriate policies and procedures in place and also did not have appropriate training in place. In acting for employers we know the importance of having policies and procedures in place and put in place the appropriate training.

Where we act for employers by having these in place the potential for a claim arising is reduced significantly. Equally employees in the firms or companies where they are represented by us putting in place appropriate policies and procedures know that we will work with their employer to make sure the appropriate training and protections are in place which reduces the potential for any claim.

A workplace which is free from harassment and bullying and discrimination is going to be more productive. Harassment and discrimination undermine morale. It reduced productivity. It impacts on the effectiveness of teams.

We understand that employees do not want to be discriminated against and therefore we can work with employers to put what needs to be put in place to protect the profitability of the business and create a workplace free from harassment and discrimination.

Looking for advice?

If you require legal advice on any of the above matters you can contact us at 01 9695781 or you can email us at info@grogansolicitors.ie.

We will make sure that one of our experienced Solicitors will look after you.

We are here to help. We are a solution driven firm.

***Before acting or refraining from acting on anything in this guide, legal advice should be sought from a solicitor.**

***In contentious cases a solicitor may not charge fees or expenses as a proportion or percentage of any award or settlement.**