

## Equality at work



There is a law in Ireland called the Employment Equality Act.

It is against the law to discriminate against people with a disability (and others) at work or when looking for new workers.



Discrimination is when a person with a disability is not treated the same as a person with no disability.



The law covers lots of different jobs. It covers Government jobs and jobs in private companies.



The law **does not** cover volunteer workers.



The law says the employer must take 'appropriate measures' for people with disabilities.

This means taking action to help people do their job or apply for a job easier. This could be certain software, certain office furniture or building access.



An employer can take action to employ people with disabilities.

This is called 'positive action'.



If you want to make a complaint you must do this in less than **6 months**.



You send your complaint to the Workplace Relations Commission at Lansdowne House, Lansdowne Road, Ballsbridge, Dublin 4.

Tell them all about your case on the [form provided](#) and why you think it is discrimination.



A person called a mediator may meet you and the employer to talk about the complaint.

The mediator tries to get an agreement between you and the service.



If mediation does not work the Workplace Relations Commission will ask you and the employer to come to a meeting. Both sides can tell their story to an 'Adjudication Officer'.

You or the employer may bring a witness.



An 'adjudication officer' is someone who decides who is right or wrong in the case. They will ask you and the employer questions.



A written decision will be issued within **28 days**.  
No names will be on the decision.



You or the employer can appeal to the Labour Court if you are unhappy with the decision. This must be done in **42 days** in writing to Lansdowne House, Lansdowne Road, Ballsbridge, Dublin 4.