

LGBTI+ Inclusion Policy

To Be Reviewed: 2026/2027 Season

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1.0 Introduction

Purpose:

The purpose of this document is to clearly outline to all Dunshaughlin Rockets Basketball Club stakeholders the policy and procedures relating to the Dunshaughlin Rockets Basketball Club LGBTI+ Inclusion Policy in line with our current Equality Policy.

Scope:

This policy covers all persons who participate in Dunshaughlin Rockets Basketball Club programming. This includes new and existing members, coaches, volunteers, committee members; this will include relationships with casual visitors, independent contractors and others with whom the company is in contact and collaborators.

Objectives:

- To outline club procedures to ensure a safe space for members of the LGBTI+ community.
- To outline the roles and responsibilities of the committee member responsible for child protection
- To present the club reporting and complaints procedure for dealing with abuse and discrimination of the LGBTI+ community.

The club is committed to creating an environment that supports equal opportunity and the creation of discrimination-free spaces for all persons, regardless of ethnicity, religious beliefs or none, sex, age, perceived or actual sexual orientation, gender identity or gender expression, marital status, nationality, or disability.

Dunshaughlin Rockets Basketball Club understands and recognises that prejudice and stereotyping are prevalent in society. It is for this reason, the club dedicates itself to creating spaces that are safe and secure for all.

It is hereby Dunshaughlin Rockets Basketball Club policy to implement and promote across to all of our programmes to the highest level of quality and services to those of LGBTI+ community. All those that participate in Dunshaughlin Rockets Basketball Club programming will receive fair and equal treatment and without bias.

2.0 Statement of Inclusion to LGBTI+ Community

Dunshaughlin Rockets Basketball Club will take all reasonable steps within its control to meet the diverse needs of all those participating in its programming and provide an environment in which all individuals are treated with respect and dignity, regardless of an individual's intersectionalities around sexual orientation, gender identity and gender expression.

The Dunshaughlin Rockets is committed to providing programming to the LGBTI+ without discrimination or harassment and will promote a physical and emotional space that is accepting

and encouraging to the LGBTI+ community. Pronouns will be used in the way each person identifies and confidentiality shall be respected in regards to disclosures concerning transgender status, medical history or sexual orientation.

3.0 Complaints of Abuse and Discrimination Directed at LGBTI+ Individuals

The following adheres to and follows the Dunshaughlin Rockets Child Protection Policy.

Volunteers of all ages, members of partnership organisations, coaches, volunteers and committee members participating in programming shall not discriminate against or harass an individual.

If any form of abuse and discrimination; verbal, physical, or sexual will be immediately reported with any evidence of discrimination, to Dunshaughlin Rockets Basketball Club. Individuals who feel they have been subject to discrimination or harassment should report this occurrence to the assigned committee member responsible for child protection. The designated person will immediately take appropriate measures to ensure that the individual(s) is exposed to any further behaviour during Dunshaughlin Rockets programming.

If a decision is made to report the matter to Garda Síochána, the committee member responsible for child protection will follow the standard reporting procedure and support the victim when and where possible. When this happens, the Chairperson of the Dunshaughlin Rockets Basketball Club Committee will inform the individual and their guardian(s); if applicable, that an allegation has been made and explain the nature of that allegation. Any response made by the accused will be recorded and passed on to the Garda Síochána. The individual and their guardian(s) (if applicable) have a right to reply to the allegations made against them.

Further decisions on how to proceed will be consulted with the Garda Síochána, Chairperson and Dunshaughlin Rockets Basketball Club Committee at that time.

4.0 Reporting to Garda Síochána

Should a complaint be reported to the Garda Síochána, the club will support this process.

At the stage of reporting, the individual will be attended to by a Garda who will take their report of the incident.

The officer will make an assessment to commence an investigation. An investigation will involve gathering evidence such as taking statements from the victim(s) and witnesses, etc.

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- The individual will be offered a choice to be referred to victim support.
- The individual will be kept informed of developments throughout the investigation.

There are 281 Garda Diversity Officers appointed throughout the country who can assist in the course of the investigation.

Should the individual not wish to attend their local Garda station, they can seek the services of the Garda National Diversity & Integration Unit, which will act as liaison with the local Garda station or Garda Diversity Officer.