



Health,
Wellbeing
& EAP

Tusla Equality Diversity & Inclusion

An initiative of Tusla
Health Wellbeing and EAP



The Child and Family Agency, Tusla, recognises the organisational benefits of having a diverse community of employees. Tusla is working towards building and maintaining an inclusive environment which promotes equality, values diversity and respects the rights and dignity of all.

Values

Trust

Respect

Kindness

Empowerment

Core Message

All colleagues must work together to ensure that:

- An inclusive and supportive environment is promoted; where our actions and behaviours demonstrate and confirm our respect for each other.
- Tusla complies with its obligations under the Employment Equality Acts that no one is unlawfully discriminated against.
- A zero tolerance culture to any form of discrimination is maintained and individuals are treated fairly and with dignity and respect regardless of their:

Gender	Religious belief or lack of religious belief
Civil Status	Disability or the nature of their disability
Family Status	Race, colour, nationality or ethnic/national origin
Sexual Orientation	Membership of the Traveller Community
Age	

You should not make offensive or insulting remarks about colleagues, even if you think you are doing so as a joke. Such behaviour is in breach of our Values and may make colleagues uncomfortable, even if they don't show it.

If you witness or experience any behaviour or language from a colleague that is disrespectful, or causes offence, you can speak privately to the person and do one, or all of the following:

- Describe the behaviour or language in question
- Explain the effect the behaviour or language is having on you, e.g. it made you upset /uncomfortable/embarrassed/offended
- Say what you would like to happen in the future
- Politely suggest how things could have been handled differently



We asked staff to list 5 words or themes they think the Equality, Diversity and Inclusion Charter should focus on. The top 10 results were:

1. *Respect*
2. *Fairness and Equality*
3. *Inclusive culture should be created*
4. *Equal opportunity in promotional opportunities*
5. *Teamwork*
6. *Culture*
7. *Dignity at work*
8. *Compassionate way of working*
9. *Empathy*
10. *Openness*

Contact Details

Tusla's Health Wellbeing and EAP department are here to help. If you are uncomfortable speaking to the person directly, talk to your line manager, **or contact us by email or phone if you have any questions:**

Tusla's Health and Wellbeing Department

Telephone: 086 143 8390

Email: eap@tusla.ie



TUSLA

An Ghníomhaireacht um
Leanaí agus an Teaghlach
Child and Family Agency

www.tusla.ie