



**TUSLA**  
EQUALITY, DIVERSITY  
AND INCLUSION  
CHARTER

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.

**ALL COLLEAGUES MUST WORK TOGETHER TO ENSURE THAT:**

- 1 An inclusive and supportive environment is promoted; where our actions and behaviours demonstrate and confirm our respect for each other.
- 2 Tusla complies with its obligations under the Employment Equality Acts that no one is unlawfully discriminated against.
- 3 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
- Civil Status
- Family Status
- Sexual Orientation
- Religious belief or lack of religious belief
- Age
- Disability or the nature of their disability
- Race
- Colour
- Nationality
- Ethnic or National Origin
- Membership of the Traveller Community

**Inclusive culture**  
Different is good  
FAIRNESS & EQUALITY  
Teamwork  
Empathy  
Dignity at Work  
Ethnicity  
diversity  
Oversight  
Balanced Views  
**Respect**  
Integrity  
Co-Operation  
Fairness  
Courage  
dignity  
Integrity  
UNDERSTANDING  
Consideration  
Acceptance  
Equal  
Openness  
Empower  
gender equality  
Opportunity  
Supportive Environment  
Disabled Access

**YOU SHOULD NOT**

Make offensive or insulting remarks about colleagues, even if you think it's a joke. Such behaviour is in breach of our Values and may make colleagues uncomfortable even if they don't show it.

**YOU SHOULD**

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. 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.



**Our Values**

- TRUST
- RESPECT
- EMPATHY
- WORKING TOGETHER
- INTEGRITY

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 [eap@tusla.ie](mailto:eap@tusla.ie)