



Date	Reviewed	Approved:
February 2026- Written by EDI working Group and Board approved	For review Dec 2028 or ongoing as needed	Board Meeting: March 9 <sup>th</sup> 2026

## Equality, Diversity & Inclusion Policy.

At Table Tennis Ireland (TTI) we believe that everyone that works for us and engages with us should expect a welcoming, diverse and inclusive environment free from harassment, prejudice or discrimination. We want all employees and potential employees, members and future members, volunteers and contractors, board members and affiliates, suppliers and sponsors, to feel supported and empowered to be their authentic selves and given every opportunity to reach their full potential.

We want those we serve, support and do business with to feel inspired to emulate and embed an inclusive and diverse culture. This policy sets out our commitment to providing equality and fairness in the way we employ and operate, ensuring we do not provide less favourable facilities or treatment on the grounds of our identity and beliefs, including age, caring responsibilities, disability, family situation, gender expression, gender identity, gender reassignment, marriage and civil partnership, pregnancy and maternity, race including ethnic origin, colour, nationality and national origin, religion or belief, sex, sexual orientation, socio-economic background, the effects of the menopause and or other medical conditions that may affect their work or any trade union activity. All employees, whether they are part-time, full-time, or temporary, will be treated fairly and with respect. We will work to recruit candidates from a wide range of backgrounds to help us build a truly diverse team and all employment opportunities including promotion, training, participation or any other benefit, will be made based on skills and ability.

### Scope of Policy

This policy applies to all activities and operations of TTI and is relevant to all members, volunteers, coaches, contractors, parents and carers, and anyone representing the Organisation in the Island of Ireland. The Board of TTI are responsible for the policy and while the organisation

ensures compliance, all staff, volunteers, and members are expected to uphold the policy in their roles. TTI consider EDI a cultural commitment, not just a governance requirement.

## Principles

- **Equality:** Everyone has equal access to opportunities and resources.
- **Diversity:** We value and respect differences in background, identity, and perspective.
- **Inclusion:** We actively create an environment where all individuals feel welcomed and supported.

## Protected Characteristics

We uphold protections for individuals based on:

- Age
- Disability
- Gender identity and gender expression
- Sexual orientation
- Race, ethnicity, and cultural background
- Religion or belief
- Pregnancy and maternity
- Marriage and civil partnership

## LGBTQ+ Inclusion Sub-Policy

### Purpose:

Create a respectful, equal, and inclusive environment for all sexual orientations, gender identities, and expressions.

### Definitions:

To promote understanding and inclusivity, the following terms are recognised within this policy:

- **Lesbian:** A woman who is emotionally, romantically, or sexually attracted to other women.
- **Gay:** A person who is emotionally, romantically, or sexually attracted to people of the same gender.
- **Bisexual:** A person attracted to more than one gender.
- **Transgender (Trans):** Someone whose gender identity differs from the sex assigned at birth.
- **Queer:** An umbrella term for sexual and gender minorities who are not heterosexual or cisgender.
- **Intersex:** A person born with physical sex characteristics that do not fit typical definitions of male or female.
- **Asexual:** Someone who experiences little or no sexual attraction to others.
- **Pansexual:** A person attracted to people regardless of gender identity or biological sex.

- Non-binary: A person whose gender identity does not fit within the traditional male/female binary.
- Genderfluid: A person whose gender identity changes over time or depending on context.
- Two-Spirit: A term used by some Indigenous cultures to describe a person embodying both masculine and feminine spirits.

## **Commitments:**

TTI is committed to fostering an environment that is fair, inclusive, and respectful for all. Our approach is guided by the Employment Equality Acts 1998–2015 in the Republic of Ireland and the Equality legislation under Section 75 of the Northern Ireland Act 1998, as well as associated anti-discrimination laws. TTI’s mission is to develop table tennis in Ireland through provincial branches, clubs, and schools, creating opportunities for all ages and abilities, and promoting the sport widely. Our vision is “A Sport for All, A Sport for Life.”

Our values, Transparency, Inclusivity, Excellence and Professionalism, Respect and Fairness, Receptive to Change, and Fun is the foundation of our EDI commitments.

The implementation of the EDI Policy will be monitored by the EDI committee and approved by the TTI Board of Directors. The policy will be regularly reviewed and updated to remain responsive to learning, feedback, and any changes that arise throughout the implementation process.

### **• Legal Compliance**

- Adhere to all equality and anti-discrimination legislation in both jurisdictions.
- Ensure equal access to participation, employment, and volunteering opportunities.

### **• Inclusive Environment**

- Promote a culture where everyone feels respected and valued, regardless of background or identity.
- Provide reasonable accommodations for individuals with disabilities.
- Respect names and pronouns.

### **• Fair Recruitment and Development**

- Implement transparent, bias-free recruitment and selection processes.
- Offer equal opportunities for training, progression, and leadership roles.

### **• Education and Awareness**

- Deliver EDI training for staff, volunteers, and coaches.
- Provide resources to raise awareness of diversity and inclusion across the sport.

- **Zero Tolerance for Discrimination**

- Enforce strict measures against harassment, bullying, or exclusion.
- Maintain clear reporting and resolution procedures.

- **Representation and Engagement**

- Actively engage underrepresented groups, including women, people with disabilities, LGBTQ+ Community, Ethnic and minority communities.
- Promote disability sport and inclusive participation initiatives.

- **Continuous Improvement**

- TTI will Regularly review policies and practices to ensure effectiveness.
- Monitor progress against EDI objectives and report transparently.

## Appendix

### Definitions:

Discrimination: Any form of unequal treatment, whether direct or indirect, based on grounds such as gender, marital status, family status, age, disability, sexual orientation, race, religion, or membership of the Traveller community.

Direct Discrimination: Treating a person less favourably than another in a comparable situation based on any of the prohibited grounds.

Fairness: Impartial and Just treatment or behaviour without favouritism or discrimination

Indirect Discrimination: Policies or practices that appear neutral but disproportionately disadvantage specific groups.

Harassment: Unwanted conduct related to any of the prohibited grounds that violates a person's dignity and creates an intimidating, hostile, degrading, humiliating, or offensive environment.

Sexual Harassment: Unwanted verbal, non-verbal, or physical conduct of a sexual nature.

Victimisation: Treating someone less favourably because they have made, supported, or participated in a complaint about discrimination or harassment.

Reasonable Accommodation: Adjustments or modifications made to enable individuals with disabilities to participate equally and fully.

Positive Action: Specific measures taken to promote equality for disadvantaged or underrepresented groups.

### LGBTQ+ Definitions:

- Sexual Orientation: Who someone is attracted to.
- Gender Identity: Internal sense of gender.

- Gender Expression: How gender is presented.
- Cisgender: Identity matches birth sex.
- Pronouns: Words used to refer to someone (e.g., she/her, he/him, they/them).

### **Glossary of EDI Terms**

- Equality: Ensuring equal access to opportunities and resources for all individuals.
- Diversity: Valuing and respecting differences in background, identity, and perspective.
- Inclusion: Creating an environment where everyone feels welcomed and supported.
- Protected Characteristics: Attributes safeguarded by law, including age, disability, gender identity, sexual orientation, race, religion, pregnancy/maternity, and marital status.
- LGBTQ+: Acronym for Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, and others.

### **Relevant Legislation**

- Employment Equality Acts 1998–2015 (Republic of Ireland).
- Equal Status Acts 2000–2018 (Republic of Ireland).
- Section 75 of the Northern Ireland Act 1998.
- Disability Act 2005 (Republic of Ireland).
- Useful Resources and Links
- Sport Ireland EDI Guidelines: <https://www.sportireland.ie/inclusion>.
- Equality Commission for Northern Ireland: <https://www.equalityni.org>.
- LGBTQ+ Support Organizations: Belong To (<https://www.belongto.org>), LGBT Ireland (<https://lgbt.ie>).

**Relevant TTI Policies on our website: <https://tabletennisireland.ie/policies-governance/>**

Complaints policy

Speak Up Policy

Communications Policy