



Dr Declan Raftery,
Chief Operations Officer,
Dublin City University.

31/10/2024.

Section 42 Irish Human Rights and Equality Commission Act 2014 (the Duty)
Compliance Report

Dear Dr Raftery,

I set out below a summary of actions taken to ensure compliance with the legislation.

1. During 2023/24 we implemented the Duty utilising a 3 step approach:
 - **Step 1 – Assessment** – The objective of Step 1 was to undertake an assessment to identify key equality and human rights issues for staff and students and the wider DCU Community to whom DCU provides a wide variety of services.
 - **Step 2 – Address** – The objective of Step 2 was to agree and undertake specific actions to address equality and human rights shortfalls identified as part of the consultative approach set out in Step 1
 - **Step 3 – Report** – The objective of Step 3 was to review and communicate progress in relation to addressing equality and human rights issues relevant to the purpose and function of DCU.
2. Consultation and engagement with stakeholders throughout the DCU community was important to help identify specific actions and to address equality and human rights issues in a university setting in a multi-campus environment.
3. As part of the DCU Implementation Plan, we identified the following ten core functional areas (key stakeholders) with which we engaged, which has supported the approach of consultation and engagement with the Duty at an operational level.

Martin Ward
Deputy Chief Operations Officer
Dublin City University
Dublin 9
T +353 1 700 5118
E martin.ward@dcu.ie

- Teaching & Learning – Professor Monica Ward, Dean of Teaching and Learning
- Employment – Mr Gareth Yore, Vice President for People, Equality, Diversity & Inclusion
- Corporate Governance – Dr Declan Raftery, Chief Operations Officer
- Research and Innovation – Professor John Doyle, Dean of Research
- Access and Community Outreach – Ms Cathy McLoughlin, Head of Access Service
- Placement – Ms Paula Murray, Director of Placement
- Support for Student Wellbeing – Dr Claire Bohan, Dean of Students
- Provision of Student Accommodation – Mr John Caffrey, General Manager, Campus Residences DAC
- DCU Students – Dr Una Redmond, Director, Office of Student Life
- Recreational and Visitor Services – Mr James Galvin, Director of Sports and Wellbeing; Mr Michael Brady, General Manager, The Helix

As part of the consultation and engagement process, I consulted with Senior Management of each of the 10 functional areas identified above and asked them to review their operations and to prepare a Report outlining actions undertaken to ensure compliance with the legislation.

All of the 10 functional areas identified above provided a Report outlining actions in progress to ensure compliance with the legislation.

Corporate Governance – Compliance Report for year ending 30 September 2024

Taking account of the consultation and engagement with the stakeholders, and the Operational Reports prepared by the stakeholders, I have formed the opinion that the university is operating in compliance with the legislation for year ending 30 September 2024.

Should you have any queries in relation to the above, please do not hesitate to contact the undersigned.

Yours sincerely,

Martin Ward

Martin Ward.
Deputy Chief Operations Officer.

CC: Chair of EDI Committee. Deputy President, Vice-President for People, Equality, Diversity & Inclusion

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