



**GMIT**

GALWAY-MAYO INSTITUTE OF TECHNOLOGY  
INSTITIÚID TEICNEOLAÍOCHTA NA GALLIMHE-MAIGH EO

# Code of Academic Policy No 6 **Equality Policy for Students**

Approved by Governing Body on 17 April 2008,  
on pro tem basis.

## EQUALITY POLICY FOR STUDENTS

### 1.0 Statement of Policy

**1.1** Galway-Mayo Institute of Technology (GMIT) is committed to the provision of equality of opportunity and is opposed to all forms of unlawful and unfair discrimination. Our policy is designed to ensure that Institute procedures and practices operate in a manner that is consistent with this commitment to equality of opportunity and do not discriminate against individuals on the following grounds: gender, marital status, family status, sexual orientation, religion, age, disability, race or membership of the traveller community. Discrimination is defined as:

***the treatment of a person in a less favourable way than another person is, has been, or would be treated in a comparable situation on any of the nine grounds.***

The Institute recognises that special initiatives to promote equality are required, within available resources, to facilitate access by economically or socially disadvantaged persons, by persons who have a disability, and by persons from sections of society significantly under-represented in the student body. The Institute also welcomes applications from citizens of countries outside the EU, but they are subject to special requirements and fees (see 7).

### 2.0 Aim and Objectives

#### 2.1 Aim

The aim of this policy is to promote equality of opportunity for all students of GMIT.

#### 2.2 Specific Objectives

- To ensure that all applicants for student places are considered fairly and without unlawful discrimination.
- To ensure that there is no discrimination in access by any student to any facility or benefit of the Institute or in any other term or condition of participation.
- To create a working and learning environment in which all students are treated with respect and dignity.
- In its efforts to promote equality of opportunity, GMIT will take positive initiatives, within available resources, to facilitate access to education in the Institute by economically or socially disadvantaged persons, by persons who have a disability and by persons from sections of society significantly underrepresented in the student body. This includes:
  - a) Reserved places for some applicants under the above categories,
  - b) Special criteria for the admission of mature students,
  - c) The allocation of places for student exchanges in a manner deemed appropriate,

**Note:** All routes to special admission procedures will be published in the GMIT prospectus and on its webpage.

### 3.0 Responsibility

- 3.1** Every member of GMIT has a responsibility to abide by the policy and contribute to its effective implementation. Those in managerial and supervisory roles have a particular responsibility to ensure the implementation of this policy.

### 4.0 Implementation

- 4.1** To ensure implementation of this policy, GMIT will:
- Communicate the policy to all members of the Institute,
  - Provide briefing and awareness sessions for all students and through all relevant literature and publications.

### 5.0 Dignity and Respect at Work/Study

- 5.1** GMIT is committed to creating an environment where all individuals are treated with respect and dignity as well as encouraged to develop their potential. All individuals have the right to work and study in an environment that is free of harassment (including sexual harassment) and bullying as such behaviour is totally unacceptable to the Institute. Harassment and bullying detract from a productive working and learning environment and can affect the health, confidence, morale and performance of those subjected to it.

### 6.0 Monitoring and Review

- 6.1** The Office of Academic Affairs will review the operation of this policy on an annual basis and take remedial action if required.

### 7.0 Non-European Union (EU) Students

- 7.1** In pursuit of our mission to provide access and educational opportunities to as broad a population as possible, GMIT welcomes applications from non-EU students. They are processed through the International Office. The applications are considered on their academic merit and the decision to make offers is delegated to the relevant School, as is the case with all non-standard applicants. Non-EU applicants must produce evidence that they have a satisfactory standard of English. If they do not have the requisite standard they are recommended to enroll on the International Foundation programme. They must also satisfy the visa requirements as specified by the Department of Justice, Equality and Law Reform. As EU applicants heavily oversubscribe some programmes, a list of programmes available to non-EU applicants is published annually on the Institute website. Such students are liable for EU 'economic' fees which are established every year by the Governing Body. Such students do not qualify for Department of Education and Science fees or grants.

### 8.0 Complaints

- 8.1** Students who believe that they have suffered any form of discrimination are entitled to raise the matter through the defined grievance procedures as outlined in the Student Code of Conduct. All complaints will be dealt with seriously, promptly and confidentially.



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