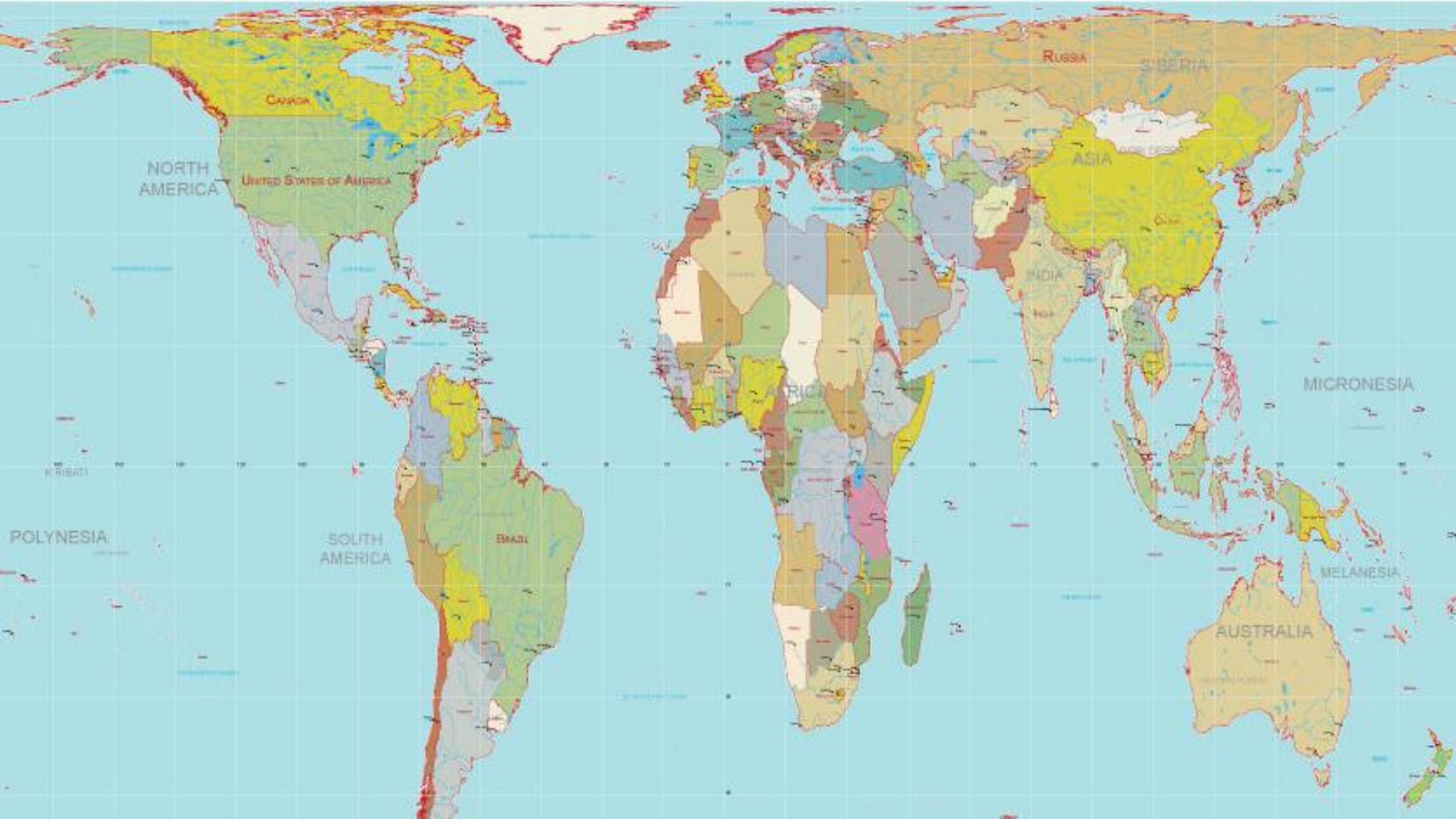
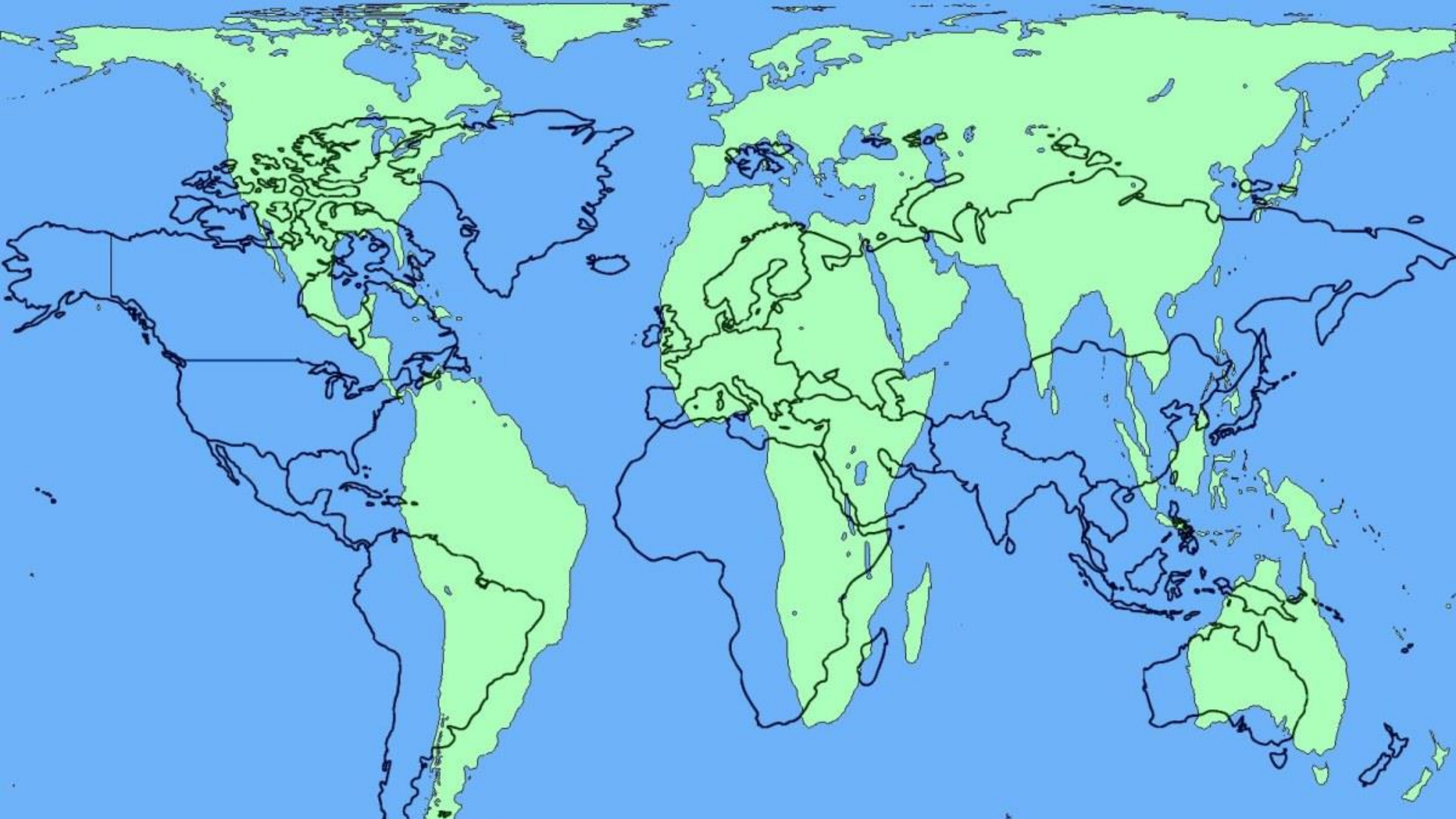




International Students

Deirdre McCarthy
Equality, Diversity, Inclusion and Training Manager





Culture & the legal context

Culture

- Fluid and not homogenous
- Dress/food/language/music/heritage/family
- Often (but not always) backed up by law
- Women's Rights
- LGBTIQ+ Rights
- Equality movements

Law

- Equality legislation
- Individual rights re sexuality
- Protection from sexual harassment and violence
- Employment rights
- Accommodation rights
- Crime & security



Equality Legislation / Law

In Ireland, discrimination on any of the following grounds is not permitted by law:

- Gender
- Civil status
- Family status
- Sexual orientation
- Religious belief
- Age
- Disability
- Race, colour, nationality, ethnic or national origins
- Membership of the Traveller community



Equality Legislation/Law

Specifically cover

- Employment law
- Access to goods and services
- Harassment
- Specific laws in relation to sexual violence and harassment
- Racism

Racism

Racism is when you are discriminated against, treated differently, or less favourably than someone else because of your race, colour, nationality, ethnic, or national origins.

- Different types of racism: physical, verbal abuse, institutional racism, online racism, and indirect racism.
- Racism can be either criminal (hate crime) or non-criminal (not a hate crime).
- You have the right not to be discriminated against. If you experience a hate crime, you can report the incident to the Gardai.
- The laws; Criminal Justice (Hate Offences) Act 2024, (Hate Crime) the Employment Equality Act and the Equal Status Act.




Anti-Racism Principles

On 6 June 2023, NCI welcomed Dr Jennie
thwell, Centre of Excellence for Equality
ity and Inclusion HEA, to witness
ing of the HEA Anti-R

What to do if you see or experience racism

If you ever feel threatened or are in danger, call 999 or 112

- No 1. it is your choice to report.
- If you can, challenge what has been said and/or done. Tell the person who is behaving in a racist way that racism is unacceptable.
- Keep a detailed record of what happened, including dates, times, locations, and any witnesses. If you feel safe, take photographs or videos as evidence.
- If someone has been racial abused, show solidarity by being a by stander, even just stand with them, listen and help report.

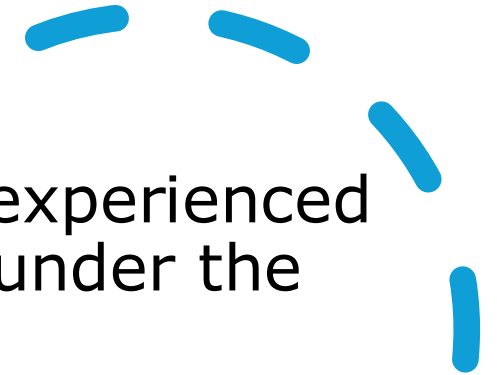


What to do if you see or experience racism

Report it.


- If you think the racist incident was a crime, such as, an assault, hate speech, damage to property or sharing racist material, report it to An Garda Siochana at your local Garda station or **online**.
- The Workplace Relations Commission (WRC) deals with discrimination relating to employment, accessing goods or services **here**.
- You can report any racist incident on the Irish Network Against Racism's **iReport.ie** system.

NCI Reporting



- If you have witnessed or experienced racism, you can report it under the following.
- Anonymous report, [Speak Out Tool](#): Speak Out is an online anonymous reporting tool to disclose incidents of bullying, cyberbullying, harassment, coercive behaviour, stalking, assault, sexual harassment, sexual assault and rape.
- Report an incident formally please access the [Student Policy on the Prevention of Bullying and Harassment](#) for further information.





Everyone who has permission to work in Ireland has employment rights in the workplace, regardless of their nationality or immigration status.

Irish Human Rights and Equality
Commission (IHREC)
Workplace Relations.

Employment law covers a range of areas

- Contracts
- Salary
- Working hours
- Breaks
- Holidays
- Sick leave
- Notice times
- Disciplinary and dismissal procedures

Accommodation Rights

More information:

[**Residential Tenancies Board \(RTB\).**](#)

Renting private accommodation and the landlord does not also live in the property.


- Your accommodation must be in good condition and meet a set of minimum standards.
- You have a right to privacy.
- Written records should be kept.
- Rent can only be increased every two years.
- Unless you did the damage, your landlord must pay for repairs.
- You must give at least 30 days' verbal notice along with a written notice before moving out.
- Protected by the Equal Status Acts 2000-2015
- If you have a problem with your accommodation or your landlord, you can contact the [**RTB**](#) for advice.

Homestay / Rent a room "Digs"

Citizens Information
website for more
information

- When you rent a room in a house where the landlord also lives, this is called homestay or "digs". Often cheaper, but you do not have many of the rights enjoyed by others renting.
- There are no minimum physical standards.
- There is no legal requirement for written records.
- The restrictions on rent increases do not apply.
- The landlord can end your tenancy at any time and with less notice (although some notice must still be given).
- If you have a complaint, or if you are in dispute with your landlord, the RTB cannot get involved
- You are not protected by the Equal Status Acts 2000-2015.

As a result, it is important that you agree the rules of your tenancy with the landlord in writing, and that you both sign this agreement.



Sexual Violence & Harassment - Consent

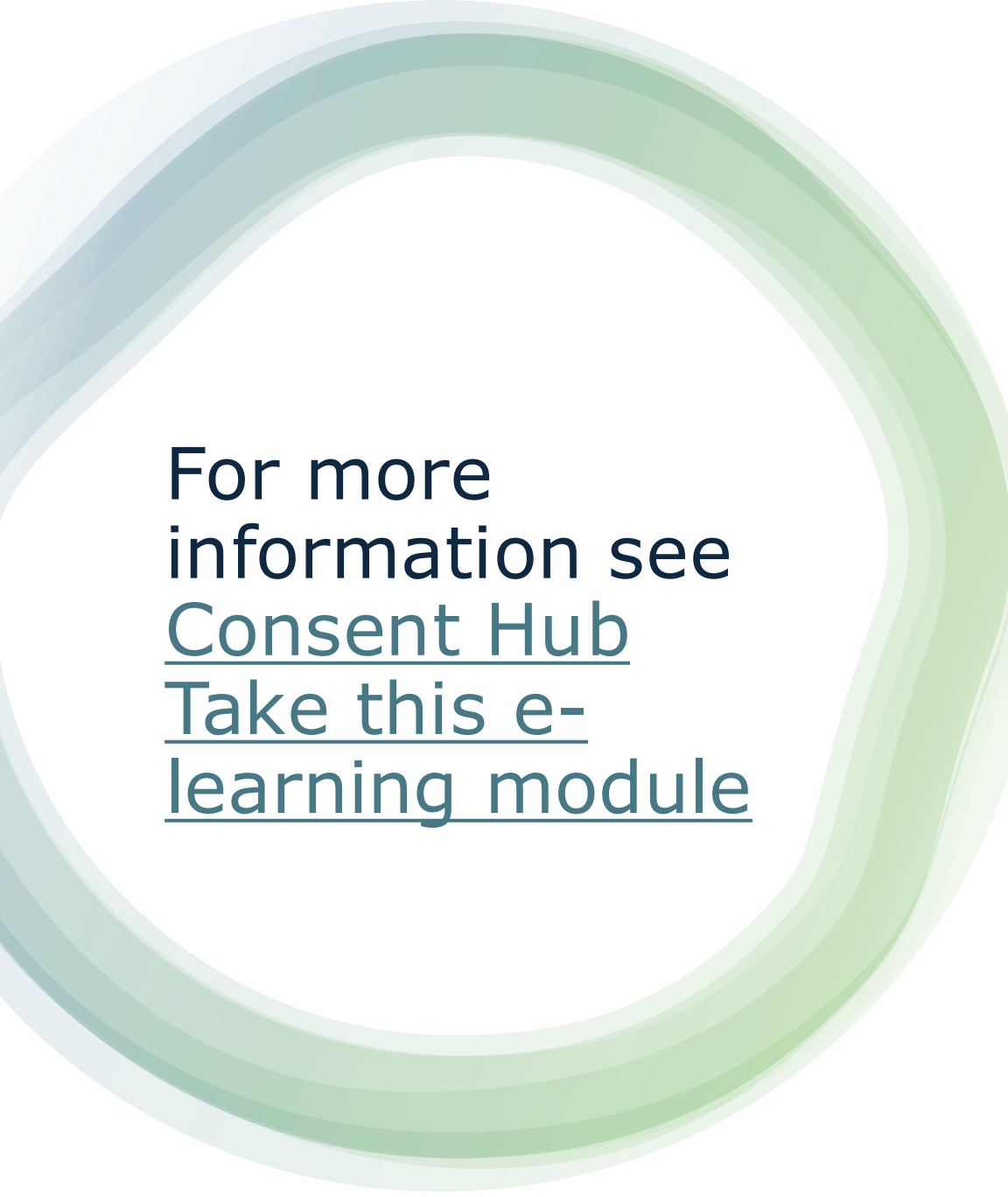
Ireland has a consent law. It states that a person cannot consent to a sexual act if they cannot freely and voluntarily agree to it.

Always make sure you have active consent for all sexual activity. OMFG (Ongoing, Mutual, Freely Given.)

Laws protecting a range of areas, including;

Sexual Coercion: Unwanted sexual activity that happens when someone is pressured, tricked, manipulated, threatened, or forced in a nonphysical way.

Coercion can make people think they owe sex to someone. It might be from someone who has power over them, like a teacher, landlord, or a boss or even an intimate partner or family member.



For more
information see
[Consent Hub](#)
[Take this e-
learning module](#)

Sexual assault, which includes serious violence or the threat of serious violence or is such as to cause injury, humiliation, or degradation of a grave nature to the person assaulted falls into two categories, aggravated and not. Absence of consent is necessary to prove in both instances.

Sexual harassment takes place where one or more people make unwanted sexual comments or similar actions in a workplace or college setting, a social situation or anywhere else in the community around us.

Sharing intimate images, or threatening to share intimate images of someone, without their consent, is image based sexual abuse and is illegal in Ireland.

Disability Support

Disability; visible and hidden

- Equality legislation also protect people with a disability.
- NCI values and welcomes both staff and students who have a disability (visible or not)
- There are now 20,351 students with disabilities registered for disability support services in higher education in Ireland, representing 7.4% of the total student population. [2022/23 Cohort](#)

NCI supports

- Email LDS@ncirl.ie to get registered. They can get more information on the services [here](#):



Other areas

- Eligibility to **vote** in Ireland. Anyone who is ordinarily resident in the State is entitled to register on the Register of Electors. You do not have to be an Irish citizen to vote in a local election. checktheregister.ie
- Smoking is illegal in enclosed places of work in Ireland.
- ID: It is not necessary to carry your passport for identification purposes; however, if you are a non-European Economic Area student, you are required to carry your IRP card at all times.



Useful contacts



Contacts
Help Advice Talk
Confidential Information

- [Citizens information](#)
- [Irish Human Rights and Equality Commission \(IHREC\)](#)
- [Workplace Relations.](#)
- [Residential Tenancies Board \(RTB\)](#)
- [Irish Council for International Students](#)
- [Irish Network Against Racism](#) and [iReport.ie](#) system
- [NCI Speak Out Tool](#)
- [The Crime Victims Helpline](#) They can be texted on 0851337711.
- [Free Legal Advice Centre \(FLAC\)](#) offers basic legal information through its telephone information service (1890 350 250).



Useful contacts

Mental health

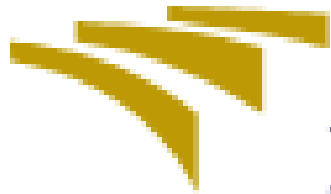
- Aware 1800 804 848
- Samaritans 116 123 or Text 087 260 9090
- Pieta House 1800 247 247
- [Mental Health Ireland](#) provide resources and support to people who experience mental health difficulties and trauma.

Contacts
Help Advice Talk
Confidential Information

Sexual crime

- Dublin Rape Crisis Centre - 1800 77 8888
- [Hotline.ie](#) - Image Based Sexual Abuse - Report & Support:

Useful contacts



National
College of
Ireland

- Student Union Welfare & Equality Officer – Jordan Buckley, welfare@ncisu.ie.
- Free Crisis Text line - Text NCI to 50808
- Silver Cloud - [Free Digital Mental Wellbeing Platform](#):
- Hannover Medical - reception@hanovermedical.ie, (01) 675 0040. Out of hours Doctor 1850 224 477 (DDoc) / 01 454 5607 (Dub Doc) [Medical information](#)
- NCI Counselling Services - counselling@ncirl.ie
- [Speak Out](#)
- [Student Policy on the Prevention of Bullying and Harassment](#)
- [Designated Contact People](#)

Luke Kelly

[Raglan Road](#)

