

# Consultation plan on Code of Practice on Reasonable Accommodation

WEAC meeting

5 May 2022



**Coimisiún na hÉireann  
um Chearta an Duine  
agus Comhionannas**

Irish Human Rights and  
Equality Commission

# Background

- Code of Practice are prepared under section 31 of the 2014 Act – e.g. recently published Code of Practice on Equal Pay
- Practical guidance on the application of the law; overall aim of eliminating discrimination and promoting equality of opportunity
- Decision of the Commission in September 2019 to commence work on this Code
- Initial work undertaken 2019/2020 then impact of pandemic and capacity constraints 2020/2021
- Final draft Code of Practice signed off by the Commission for consultation in December 2021
- Consultation phase – timely as we emerge from the pandemic



# Consultation plan

## *Start of the consultation*

- Commence by late May 2022
- Consultation materials: draft Code, draft easy-to-read Code, consultation letter with template response form

## *Consultation period*

- To run for three months
- Online briefing session in June
- IHREC staff available to support engagement during the consultation period

## *Following the consultation*

- Analysis of responses
- Updated draft Code for final review by the Commission

## *Stakeholders to be consulted*

- Consultation with groups potentially affected by the Code
- Wide range of stakeholders - principles of inclusive consultation, intersectionality



# Core consultation questions

- Is the information contained in the draft Code accurate?
- Do you have any comments on the explanation of the various definitions of “*disability*” in the draft Code?
- The draft Code provides definitions of key concepts including “*reasonable accommodation*” and “*appropriate measures*”. Do you have any comments on these definitions in the draft Code?
- Are there aspects of access to reasonable accommodation which are not fully covered in the draft Code, either in relation to accessing employment or while in employment?
- Are there any other supporting documents or materials that you believe would be helpful for the Commission to issue alongside the Code to ensure its accessibility?



# Feedback & Discussion

Feedback on below or any other aspect of the consultation plan?

- Design of the proposed consultation plan
- Contents of the consultation documents as circulated
- Method of consultation – accessibility aspect
- Any additional representative groups or organisations to be consulted

Questions/comments/feedback very welcome!





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