



SPECIALISTERNE IRELAND

Specialisterne Ireland is a not-for-profit organisation that recruits and supports talented individuals with Autistic Spectrum Disorder. It is an innovative social business concept originally founded in Denmark in 2004. Specialisterne is internationally recognised as the first and foremost example of how individuals on the Autistic Spectrum can be included and realise their potential in meaningful and productive jobs.



Specialisterne Ireland's commitment to respecting diversity and inclusion

Diversity and Inclusion Statement

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Specialisterne Ireland is fully committed to respecting diversity and inclusion for the benefit of its employees, candidates, stakeholders and the public.

We recognise and value difference in those we work with, educate, represent, employ and engage. We continually strive to create a culture of inclusion, mutual respect and equal opportunities.

We welcome and promote diversity and we encourage everyone we work with and provide services to, to embrace the values of diversity, inclusion and equality. We work very hard to raise awareness of the importance and benefits of promoting diversity and inclusion within the field we work.

Our Commitment

Specialisterne Ireland pledges to treat all individuals and groups of individuals fairly and equally, specific to their needs, in areas of disability, gender, race, sexual orientation, age, marital status and family status.

We will continue to promote diversity and inclusion by:

- Respecting and recognising people as individuals;
- Treating all individuals fairly;
- Ensuring equal access to opportunities for staff and candidates;
- Recognising the individual needs of those we employ, represent, support and educate;
- Making reasonable accommodations to ensure our practices and procedures do not put any individual at a disadvantage;
- Carrying out our work without bias and in a respectful and non-discriminatory manner;
- Ensuring our policies and procedures promote equality, inclusion and diversity.
- Creating a positive work environment whereby all employees and candidates irrespective of; race, religion, ethnicity, gender, sexual orientation, age, disability, civil status, membership of the Travelling Community and geographic location are respected, valued and can reach their maximum potential.