

## **ODF Public Sector Equality and Human Rights Duty Strategic Plan 2025-2028**

All public bodies have a legal obligation under Section 42 of the Irish Human Rights and Equality Commission Act, 2014 (The 2014 Act) to eliminate discrimination, promote equality of opportunity and protect the human rights of members of the public and staff. The ODF is committed to respecting and advancing this duty.

There is a three step process which public bodies must take to comply with Section 42 of the 2014 Act. A public body must carry out an assessment of the human rights issues which are relevant to its functions and purpose. Plans, policies and actions must then be identified and implemented to address the issues previously highlighted. Finally the public body must report on the progress of these actions in its annual report.

### **Assessment/ Plans**

1. The ODF is cognisant that members of the public will expect the organisation to be compliant with Section 42 of the 2014 Act. To ensure that the human rights of members of the public along with staff can continue to be vindicated ODF staff will be undergoing the IHREC One Learning Course in Human Rights to maintain a standard of service delivery in compliance with the 2014 Act and to also ensure that staff have their rights upheld.
2. Complainants to the ODF may, on occasion, allege infringement of their human rights, or otherwise indicate the possibility of such rights being infringed. In some cases the details of a complaint may indicate possible breaches of human rights. The ODF conducts investigations fully cognizant of issues of matters relevant to the human rights of Complainants. The ODF always conducts investigations independently and impartially.
3. Staff in the ODF will be guided by the Human Rights Manual produced jointly by the Northern Ireland Public Services Ombudsman and the Northern Irish Human Rights Commission supported by the International Ombudsman Institute to further assist with the commitment to advancing the duty to eliminate discrimination and promote equality of opportunity.
4. The ODF will continue to carry out its business with human rights being observed in all actions taken by the organisation as well as observing the Protected Grounds as found in the Equal Status Acts 2000 (as amended) to ensure that equality and inclusion are being promoted.

### **Report**

The ODF will continue to publish its statement on Human Rights in its Annual Report which can be found in the 2023 Annual Report and will feature in future Annual Reports. Any notable changes with respect to Section 42 of the 2014 Act will be highlighted in these reports.

