

Sudanese Community Association Cork

Policy Document

Non-discrimination, Immigrant integration, and Women's empowerment

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1. Introduction

The Sudanese Community Association Cork (SCAC) is committed to fostering a welcoming and inclusive environment for all members of the Sudanese community in Cork and promoting their social, economic, and cultural integration into Irish society. This policy document outlines the Association's commitment to non-discrimination, immigrant integration, and women's empowerment.

2. Non-Discrimination Policy

2.1. Scope:

This policy applies to all members, volunteers, staff, service users, and any other individuals associated with SCAC.

Principles:

SCAC unequivocally condemns all forms of discrimination, including but not limited to:

- **Race:** Discrimination based on race, ethnicity, or nationality.
- **Religion:** Discrimination based on religious beliefs or practices.
- **Gender:** Discrimination based on sex, gender identity, or gender expression.
- **Sexual Orientation:** Discrimination based on sexual orientation.
- **Disability:** Discrimination based on physical, sensory, intellectual, or mental disability.
- **Age:** Discrimination based on age.
- **Socioeconomic Status:** Discrimination based on socioeconomic background.
- **Immigration Status:** Discrimination based on immigration status.

2.3. Procedures:

- **Complaints Procedure:** Any individual who believes they have been subjected to discrimination may file a formal complaint with the SCAC Chairperson or designated officer.
- **Investigation:** All complaints will be investigated promptly, fairly, and confidentially.
- **Resolution:** Appropriate action will be taken to address the complaint, which may include:
 - Mediation or conciliation between the parties involved.
 - Disciplinary action for staff or volunteers who have engaged in discriminatory behaviour.
 - Training and awareness-raising activities for all members.

3. Immigrant Integration Policy

3.1. Scope:

This policy aims to support the successful integration of Sudanese immigrants into Irish society.

3.2. Objectives:

- **Language Acquisition:** Facilitate the acquisition of the Irish language (Irish and English) through language classes, conversation groups, and other language support programs.
- **Employment Support:** Assist members in finding employment through job search workshops, CV and cover letter writing assistance, and networking opportunities.
- **Education and Training:** Provide access to education and training programs to enhance skills and employment prospects.
- **Cultural Orientation:** Offer information and support on Irish culture, customs, and social norms.
- **Community Building:** Foster a sense of belonging and community among Sudanese immigrants in Cork through social events, cultural celebrations, and support groups.
- **Advocacy:** Advocate for the rights and interests of Sudanese immigrants at local and national levels.

3.3. Procedures:

- **Needs Assessment:** Regularly assess the integration needs of Sudanese immigrants in Cork through surveys, focus groups, and community consultations.

- **Partnership Building:** Collaborate with other community organizations, government agencies, and local businesses to provide integrated services.
- **Outreach:** Actively engage with Sudanese immigrants in Cork through outreach activities and community events.
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4. Women's Empowerment Policy

4.1. Scope:

This policy aims to empower Sudanese women in Cork by addressing gender inequalities and promoting their full participation in society.

4.2. Objectives:

- **Education and Training:** Support women's access to education and skills training opportunities.
- **Economic Empowerment:** Promote women's economic independence through entrepreneurship programs, employment support, and financial literacy training.
- **Leadership Development:** Encourage women's participation in leadership roles within the Sudanese community and beyond.
- **Health and Wellbeing:** Promote women's health and wellbeing by providing access to healthcare information and support services.
- **Ending Gender-Based Violence:** Raise awareness about gender-based violence and provide support services for survivors.

4.3. Procedures:

- **Women's Support Group:** Establish a women's support group to provide a safe and supportive space for women to connect and share experiences.
- **Gender-Sensitive Programming:** Ensure all programs and services offered by SCAC are gender-sensitive and address the specific needs and challenges faced by women.
- **Advocacy:** Advocate for policies and legislation that promote gender equality and women's rights.

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References:

- Equality Acts 2004-2018: [\[Legislation on Irish Government website\]](#)
- Irish Human Rights and Equality Commission: [\[IHR&EC website\]](#)
- Integration Strategy for Immigrants in Ireland: [\[Government document\]](#)
- National Immigrant Integration Strategy: [\[Government document\]](#)
- National Strategy for Women and Girls: [\[Link to government document 2017-2020\]](#)
- UN Women: [\[UN Women website\]](#)

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