



Wicklow Pride® Foundation Limited

Constitution

Official Organisational Constitution

A Not-for-Profit Company Registered No. 812302

Trademark Registered No. 273601

24 May 2026

1. Name The name of the organisation shall be:

Wicklow Pride® Foundation Limited 2. Legal Status Wicklow Pride® Foundation Limited shall operate as a:

- A Not-for-Profit Company Registered No. 812302
 - Trademark Registered No. 273601
 - Community-led organisation
 - Equality, inclusion, advocacy, arts, culture, education, and human rights organisation operating in accordance with Irish law and applicable regulatory obligations. The Company shall not distribute profits or assets to members or individuals except as permitted by law and this Constitution.
3. Registered Office The registered office of the Company shall be situated in the Republic of Ireland at such location as determined by the Company.
4. Vision Wicklow Pride® envisions a society where all people can live openly, safely, equally, and proudly without fear of discrimination, exclusion, hatred, or prejudice.
5. Mission The mission of Wicklow Pride® Foundation Limited is:

- To promote equality, inclusion, dignity, accessibility, visibility, diversity, and human rights.
 - To support LGBTQIA+ individuals and communities.
 - To challenge discrimination, exclusion, hate, inequality, and prejudice.
 - To create safe, welcoming, and inclusive environments.
 - To support education, awareness, arts, culture, advocacy, outreach, and community development.
6. Main Objects The main objects for which the Company is established are:

1. To advance equality, diversity, inclusion, accessibility, community wellbeing, and human rights.
 2. To organise and promote Pride festivals, cultural programmes, arts initiatives, educational projects, awareness campaigns, outreach activities, workshops, public events, and community programmes.
 3. To support LGBTQIA+ people and marginalised communities through advocacy, education, visibility, representation, and inclusion initiatives.
 4. To engage in lawful advocacy, public affairs, lobbying, and civic engagement activities consistent with the mission and values of the Company.
 5. To foster community participation, volunteerism, leadership development, collaboration, and social inclusion.
 6. To promote anti-discrimination, anti-racism, equality, accessibility, inclusion, and respect for all people.
7. Powers To further its objects, Wicklow Pride® Foundation Limited shall have the power to:

- Raise funds, seek grants, sponsorships, donations, and financial assistance.
 - Receive gifts, donations, endowments, subscriptions, and legacies.
 - Organise fundraising activities and events.
 - Enter into contracts and agreements.
 - Acquire, lease, manage, or dispose of property.
 - Open and operate bank accounts.
 - Employ staff or engage contractors where necessary.
 - Establish committees, working groups, or advisory panels.
 - Produce publications, media, digital content, educational materials, and campaigns.
8. Not-for-Profit Status 8.1 Wicklow Pride® Foundation Limited is a not-for-profit organisation.

8.2 All income, funding, grants, sponsorships, donations, fundraising proceeds, and assets of the Company shall be applied solely towards promoting the objects of the Company.

8.3 No portion of the Company's income or property shall be distributed directly or indirectly to members except as permitted by law and this Constitution.

8.4 Reasonable and properly vouched expenses may be reimbursed in accordance with approved governance and financial procedures. 9. Organisational Values Wicklow Pride® Foundation Limited shall operate in accordance with the following values:

- Equality
- Inclusion
- Integrity
- Accountability
- Transparency
- Respect
- Diversity
- Compassion
- Accessibility
- Community
- Human Rights

• Professionalism 10. Membership Membership of the Company shall be open to individuals who support the objects and values of the Company. Membership may be refused or revoked where conduct is inconsistent with the objects, values, policies, or reputation of the Company. Membership shall not be transferable. 11. Rights & Responsibilities of Members Members shall:

- Support the objects and values of the Company.
- Conduct themselves respectfully and responsibly.
- Comply with organisational policies and governance procedures.
- Promote equality, inclusion, dignity, and professionalism. 12. General Meetings The Company shall hold an Annual General Meeting (AGM) each calendar year. Extraordinary General Meetings (EGMs) may be convened where required in accordance with applicable law and governance procedures. 13. Equality, Inclusion & Human Rights Wicklow Pride® Foundation Limited opposes:

- Homophobia
- Transphobia
- Biphobia
- Racism
- Xenophobia
- Ableism
- Misogyny
- Bullying
- Harassment
- Hate speech

• Discrimination of any kind 14. Codes of Conduct & Policies The Company shall establish and maintain

policies including but not limited to:

- Code of Conduct
- Equality & Inclusion Policies
- Financial Governance Policies
- Safeguarding Policies
- Volunteer Policies
- Complaints Procedures
- Data Protection Policies
- Advocacy & Lobbying Policies
- Health & Safety Policies

• Social Media Policies 15. Financial Governance Proper books of account shall be maintained and annual accounts shall be prepared in accordance with legal obligations. Organisational funds shall be used solely for advancing the objects of the Company. 16. Conflict of Interest Members, volunteers, and representatives must declare actual or potential conflicts of interest. No individual may improperly benefit personally from their role within the Company. 17. Public Representation & Communications Only authorised representatives may speak publicly on behalf of Wicklow Pride® Foundation Limited. Public communications must reflect organisational values, professionalism, accuracy, and inclusion. 18. Discipline & Removal The Company reserves the right to suspend or remove members, volunteers, or representatives where conduct breaches this Constitution, violates organisational policies, damages the reputation of the Company, or involves misconduct, discrimination, harassment, financial impropriety, or unlawful behaviour. 19. Amendments to the Constitution This Constitution may only be amended by resolution passed at a General Meeting in accordance with applicable legal and governance requirements. 20. Annual Review This Constitution shall be formally reviewed periodically by Wicklow Pride® Foundation Limited to ensure continued legal compliance, organisational effectiveness, and alignment with the mission and values of the organisation. 21. Contact Information **Wicklow Pride®**

Foundation Limited

County Wicklow, Ireland

Website: www.wicklowpride.eu

Chairperson: chairpersonwicklowpride@proton.me

Director: directorwicklowpride@proton.me

Adopted by Wicklow Pride® Foundation Limited

Date: 24 May 2026