

WICKLOW



PRIDE[®]

COUNTYWIDE

INCLUSION. EQUALITY. COMMUNITY.

Date: 24 May 2026

Version: 1.0

1. Introduction Wicklow Pride® Foundation Limited is fully committed to supporting, protecting, respecting, and advancing the rights, dignity, equality, inclusion, safety, visibility, and wellbeing of transgender, non-binary, gender diverse, and intersex people. The organisation recognises that trans people remain among the most marginalised and vulnerable communities within Irish society and internationally. 2. Statement of Commitment Wicklow Pride® Foundation Limited commits to:

- Supporting trans, non-binary, gender diverse, and intersex people.
 - Promoting equality, dignity, inclusion, visibility, safety, and representation.
 - Opposing transphobia, discrimination, harassment, hate speech, violence, exclusion, and prejudice.
 - Creating safe and welcoming environments.
 - Supporting the right to self-identification and bodily autonomy.
3. Recognition of Irish Legal Progress Wicklow Pride® recognises the importance of the Gender Recognition Act 2015 as a landmark advancement for trans rights in Ireland. The Gender Recognition Act allows individuals over the age of 18 to self-declare their gender identity and obtain legal recognition of their preferred gender, including the right to acquire a new birth certificate reflecting their identity. Young people aged 16–17 may also apply for legal recognition through a more complex legal process. The organisation acknowledges the work of TENI – Transgender Equality Network Ireland, activists, advocates, and community campaigners who fought for legal recognition and equality. 4. Historical Context & Human Rights Wicklow Pride® acknowledges the history of discrimination and exclusion experienced by trans people in Ireland. The organisation recognises the significance of the 2007 High Court ruling concerning Dr Lydia Foy and the importance of Article 8 of the European Convention on Human Rights in supporting privacy, dignity, identity, and family life for trans people. 5. Recognition of Ongoing Challenges Wicklow Pride® Foundation Limited recognises that trans people continue to face:

- Transphobia
 - Hate crime
 - Bullying and harassment
 - Mental health inequalities
 - Healthcare barriers
 - Long waiting lists for gender-affirming healthcare
 - Discrimination in employment and education
 - Online abuse
 - Social exclusion
- The organisation believes continued social, institutional, healthcare, and legislative reform remains necessary. 6. Organisational Principles Wicklow Pride® Foundation Limited adopts the following principles:

- Equality
 - Self-Identification
 - Inclusion
 - Respect
 - Safety
 - Human Rights
 - Visibility
7. Irish, European & International Frameworks This policy is informed by:

- Gender Recognition Act 2015 (Ireland)
 - European Convention on Human Rights (ECHR)
 - Equal Status Acts
 - Employment Equality Acts
 - United Nations human rights principles
 - European human rights and equality standards
8. Support for Non-Binary, Intersex & Young Trans People Wicklow Pride® recognises the importance of meaningful inclusion and recognition for:

- Non-binary people
 - Gender diverse people
 - Intersex people
 - Young trans people
- The organisation supports continued advocacy and reform promoting dignity, autonomy, recognition, healthcare access, and inclusion for all gender-diverse people.
9. Anti-Discrimination & Anti-Transphobia Wicklow Pride® Foundation Limited has zero tolerance for:

- Transphobia
 - Misgendering intended to harass or demean
 - Bullying
 - Harassment
 - Hate speech
 - Intimidation
 - Violence
 - Discrimination
 - Exclusionary behaviour
10. Inclusive Environments Wicklow Pride® Foundation Limited will work toward creating environments that are:

- Safe
 - Inclusive
 - Accessible
 - Respectful
 - Welcoming
11. Advocacy & Public Engagement Wicklow Pride® Foundation Limited supports lawful advocacy and public engagement promoting trans equality and human rights. This may include:

- Public awareness campaigns
 - Educational initiatives
 - Equality advocacy
 - Community outreach
 - Media engagement
 - Pride events
 - Human rights campaigns
12. Media & Communications Wicklow Pride® Foundation Limited encourages respectful, accurate, and inclusive representation of trans people across all communications.
13. Training & Awareness The organisation supports ongoing education and awareness regarding:

- Gender identity
- Trans inclusion
- Equality law
- Human rights
- Inclusive language
- Safeguarding

• Anti-discrimination practices 14. Safeguarding & Wellbeing Wicklow Pride® Foundation Limited recognises trans people may experience heightened vulnerability due to discrimination, exclusion, bullying, harassment, or social isolation. 15. Organisational Commitment to Progress Wicklow Pride® Foundation Limited recognises that while Ireland has made important progress in trans rights and legal recognition, significant work remains necessary. The organisation supports continued progress toward:

- Greater social inclusion
- Improved healthcare access
- Better protections from hate crime and discrimination
- Increased public understanding
- Stronger supports for young trans people
- Recognition and inclusion for non-binary and intersex people 16. Complaints & Concerns Any individual who experiences or witnesses transphobia, discrimination, harassment, bullying, exclusion, or inappropriate behaviour within Wicklow Pride® activities may report concerns through organisational procedures. 17. Policy Review This Trans Equality, Inclusion & Human Rights Policy shall be formally reviewed annually by Wicklow Pride® Foundation Limited. 18. Contact Information **Wicklow Pride® Foundation Limited**

County Wicklow, Ireland

Website: www.wicklowpride.eu

Chairperson: chairpersonwicklowpride@proton.me

Director: directorwicklowpride@proton.me 19. Adoption This Trans Equality, Inclusion & Human Rights Policy was adopted by Wicklow Pride® Foundation Limited on:

24 May 2026