



Sexual Misconduct Policy: Student Support and Report

RCSI DEVELOPING HEALTHCARE LEADERS WHO MAKE A DIFFERENCE WORLDWIDE

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Sexual Misconduct Policy: Student Support and Report

1. Purpose

The purpose of this policy is to provide information and guidance to RCSI students in the case of an alleged incident of sexual misconduct, including sexual harassment and/or sexual violence and to ensure students feel safe and supported at RCSI.

RCSI aims to provide a positive educational experience for students in a safe and respectful environment, however, occasionally, students may experience sexual harassment, misconduct or sexual violence by a peer or a member of RCSI staff, someone they encounter on clinical placement, someone they are or have been in a relationship with, a friend, an acquaintance or a stranger.

It is beyond the scope of this policy to anticipate every situation that might occur, however, where possible we have adopted a trauma-informed approach to supporting our students.

This document outlines the supports available and the potential procedures to be followed in the event of a student reporting an incident of sexual misconduct to RCSI.

This policy should be read in conjunction with the following RCSI policies along with any other policies applicable to the student (please visit the Student, Academic & Regulatory Affairs Moodle page, Student Policies, Procedures and Regulations, or click here)¹:

- RCSI Code of Conduct for Undergraduate Students (current year)
- RCSI Code of Conduct for Postgraduate Students (current year)
- RCSI Student Dignity and Respect Policy
- RCSI Student Disciplinary Regulations
- RCSI Child Protection Policy

¹ Hyperlink URL: <https://vle.rcsi.com/course/view.php?id=684>

2. RCSI Statement of Commitment and Responsibilities

RCSI is committed to creating a learning environment free of sexual misconduct, sexual harassment, and sexual victimisation, where everyone is treated with dignity and respect. RCSI will not tolerate victimisation of a person for making allegations of sexual misconduct, sexual violence or sexual harassment in good faith or supporting someone to make such a complaint.

This document clearly defines the supports provided to a student who may be a victim of sexual misconduct, to help them identify who to tell about the incident, how to access supports and to offer guidance throughout the process to a student (Section 4).

A second stage of the process may include encouraging a student to disclose the identity of the alleged perpetrator, with the assurance that RCSI will take relevant actions to deal with misconduct. In this instance, RCSI will support a student to report the misconduct (outlined in Section 5).

RCSI has a responsibility to:

- Implement policy in relation to alleged sexual misconduct in a fair and transparent manner.
- Take all reasonable steps to provide appropriate support and care for the injured party and accused.
- To protect and ensure the natural justice rights of all parties involved (including the injured party and the accused).
- To develop best practice and policy in line with Irish and European Union legislation.
- To raise awareness and to provide advice and training regarding sexual consent and appropriate handling of a disclosure of alleged sexual misconduct at RCSI

RCSI established the Ending Sexual Violence, Supporting Survivors and Promoting Consent (ESP Consent) Forum in 2021 to ensure our compliance and support of the National Consent Framework. Many of the framework's responsibilities are specific actions within the ESP Action Plan.

3. Scope

This policy is primarily intended to apply to and provides guidance for:

- All undergraduate and full-time postgraduate students registered to programmes of study within the Faculty of Medicine and Health Sciences at RCSI².

Sexual misconduct is a **serious** and **unacceptable** experience for any person, of any age, gender, sexual orientation, ethnic or religious community.

Sexual misconduct is defined as “any form of unwelcome behaviour of a sexual nature that may be subject to disciplinary proceedings. This includes but is not limited to crimes of sexual violence, sexual cyberbullying of any kind including non-consensual taking and/or sharing of intimate images, creating, accessing, viewing or distributing child pornography material online or offline, stalking behaviours whether online or offline in a sexual context, and any verbal or physical harassment in a sexual context.”³.

Awareness of key terms and definitions (please see Section 3.2) will help members of the RCSI community to sensitively and appropriately respond to a disclosure of sexual misconduct, sexual harassment or sexual violence.

²Similar policies for professional postgraduate students and trainees, RCSI interns and RCSI staff are available at <https://rcsicampus.sharepoint.com/sites/HRHub/SitePages/A-Z%20HR%20Policies,%20Procedures,%20Benefits%20%26%20Forms.aspx>

³ Source: Safe, Respectful, Supportive and Positive: Ending Sexual Violence and Harassment in Irish Higher Education Institutions

Therefore, all members of the RCSI Student Community:

- Share the right to be protected under this policy
- Carry a responsibility to ensure the policy is implemented.

3.1 Definitions

It is important to have an understanding and awareness of key definitions, in order to decide if the policy applies to an experience you may have had.

- **Sexual consent:** “The freely given verbal or non-verbal communication of a feeling of willingness to engage in sexual activity”.⁴ This definition is the most commonly accepted definition of sexual consent at present in the research literature. This entails an ongoing, mutual and preferably verbal communication. The legal definition of consent in Ireland has been recently introduced, wherein “a person consents to a sexual act if he or she freely and voluntarily agrees to engage in that act”.⁵ There is no consent if the victim is asleep or unconscious; force or the threat of force is used; s/he cannot consent because of the effect of alcohol/other drug; s/he cannot communicate consent because of a physical disability; s/he is mistaken about the act or about the identity of the other person; the only indication of consent came from a third person, or s/he is being unlawfully detained at the time of the act. The law is also clear that failure to resist is not consent, and that consent once given may be withdrawn at any time before or during the act. Finally, the list of situations in which there is no consent is an open one. Please click [here](#)⁶ and [here](#)⁷ for the definition of consent in Irish law. (Reference: 2019 Consent Framework, page 14).

⁴ Hickman & Muehlenhard, 1999, p. 259

⁵ Section 48, Criminal Law (Sexual Offences) Act 2017

⁶ Hyperlink URL:

<http://www.irishstatutebook.ie/eli/2017/act/2/enacted/en/html?q=sexual+offences&years=2017>

⁷ Hyperlink URL:

<http://www.irishstatutebook.ie/eli/2006/act/15/section/3/enacted/en/html#sec3>

- **Sexual misconduct:** any form of unwelcome behaviour of a sexual nature that may be subject to disciplinary proceedings. This includes crimes of sexual violence, sexual cyberbullying of any kind including non-consensual taking and/or sharing of intimate images, creating, accessing, viewing or distributing child pornography material online or offline, stalking behaviours whether online or offline in a sexual context, and any verbal or physical harassment in a sexual context. Sexual misconduct can be committed by a person of any gender and it can occur between people of the same or different genders. It is often gender targeted and perpetrated to demean, diminish and intimidate. Sexual misconduct may occur between strangers or acquaintances, including people involved in an intimate or sexual relationship. (Reference: 2019 Consent Framework, page 14).
- **Sexual harassment:** is any form of unwanted verbal, non-verbal or physical conduct of a sexual nature which has the purpose or effect of violating a person's dignity and creating an intimidating, hostile, degrading, humiliating or offensive environment for the person. This can be a single incident or multiple and can include (but not limited to):
 - **Unwanted physical contact** such as unnecessary touching, patting or pinching, or brushing against another person's body.
 - **Verbal conduct of a sexual nature** such as unwelcome sexual advances, propositions or pressure for sexual activity, continued suggestions for social activity outside the University or other work or study setting after it has been made clear that such suggestions are unwelcome, unwanted or offensive flirtations, suggestive remarks, innuendos or lewd comments.
 - **Non-verbal conduct of a sexual nature** such as the display of pornographic or sexually suggestive pictures, objects, written materials, emails, electronic messages or any other method. It may also include leering, whistling or making

sexually suggestive gestures. It would also include sharing of (or sometimes the threat of sharing) real or fabricated intimate/sexual images without consent, involving the student in question and /or others

- **Sexual violence:** is defined as a sexual act involving a person **without that person's freely given consent**. It includes, but is not limited to:
 - **Sexual assault:** The term sexual assault refers to sexual contact or behaviour that occurs without the explicit consent of the person. Some forms of sexual assault include:
 - Attempted penetration
 - Fondling or unwanted sexual touching
 - **Sexual coercion:** is unwanted sexual activity as a result of a person being pressured, tricked, threatened, or forced in a non-physical way.
 - **Rape:** Someone who commits an act of sexual penetration without consent. Rape is:
 - (a) penetration (however slight) of the vagina, anus or mouth by the penis, or
 - (b) penetration (however slight) of the vagina or anus by any object held or manipulated by another person.
 - **Intimate partner sexual violence:** sexual assault, sexual coercion or rape that occurs in the context of an intimate relationship (i.e., a partner/ex-partner, boyfriend/ex-boyfriend, girlfriend/ex-girlfriend, husband/ex-husband or wife/ex-wife).

- **Trauma-informed approach**

- **Trauma-informed services** are sensitive to the pervasiveness of trauma and its impact on survivors, including how trauma affects a survivor's ability to cope, to access services, and to feel safe both physically and emotionally. Trauma-informed services are strength-based and non-pathologising. They take steps to identify potential trauma triggers, reduce re-traumatisation, and attend to the quality of interactions between staff and survivors receiving services.
- **Trauma-informed organisations** provide survivors and staff with an environment and structure that is inclusive, welcoming, de-stigmatising, and not re-traumatising. A critical component of trauma-informed service delivery is attending to the emotional needs of direct service staff, including recognising vicarious trauma, and addressing self-care in substantive ways. (The White House Violence Against Women Statement on Trauma Informed services).

Please click [here](#)⁸ for detailed description of these and other terms.

4. Support at RCSI

RCSI is committed to providing a safe environment for its students, and to responding appropriately to all incidents. RCSI has a range of supports available to all parties involved in an allegation of sexual misconduct (contact details follow).

In this section, we have provided some information that might be useful. Some of the issues raised in this section may not be relevant to each student's case; however, in the first instance

⁸ Hyperlink URL <https://inclusionireland.ie/wp-content/uploads/2020/11/booklet.pdf>

RCSI want to be sure that a student is in a safe place and can access any necessary medical care, if they choose to.

Please remember, there is no right or wrong way to feel. Some people report that they feel numb or shocked, or confused or frightened, or fragile or angry. It might be helpful to know that many people report that these feelings do not last. Whatever you are feeling, try to remember that this is not your fault, you are not to blame, and you are not alone. You should not feel under any pressure from anyone, including RCSI, to act in any specific way.

4.1 If an assault has just occurred, who do I contact?

The first priority is for you to be safe. Contact the Gardai (**999 or 112**), RCSI security (**01 402 2219**) or others who can ensure your safety as quickly as possible.

Do you need medical attention? If an assault has just occurred, you may need immediate medical attention and should call an ambulance.

If you want immediate advice about what has happened, and you are not in danger, you can access confidential and non-judgemental support by calling the:

Free National Rape Crisis 24-hr Helpline: 1800 77 8888

Or visiting the following website:
<http://www.drcc.ie/get-help-and-information/>

Whether you have any physical injuries or not, it is worth considering attending **a Sexual Assault Treatment Unit** (see Appendix 1) or at least be seen by a doctor to ensure your healthcare needs are addressed.

Medical support is available via Mercer's Medical Centre during weekdays, Monday – Friday, 9 am to 5 pm. Phone: **01-402 2300**.

4.2 Who can help at RCSI

You may want to take some time to think things through or to talk to someone you trust, such as a friend or a member of staff at RCSI (e.g. RCSI Senior Social Worker).

- **Student Welfare Office Email:** swo@rcsi.ie

Although staff are not trained to provide specialist support for people who experience sexual violence, they can provide initial support and signpost you to specialist support services.

RCSI Senior Social Workers are trained and can support you to make decisions about:

- seeking medical assistance
- seeking confidential counselling or support from a Rape Crisis Centre
- support with filing a report with the Gardaí (police) and/or help with making a report to RCSI if the perpetrator is also a member of RCSI
- support with filing a report to TUSLA if deemed required under Mandated persons, Children First Act 2015 (where victim is Under 18)

-This information sheet aims to help any student who has experienced an unwanted sexual incident find support whether the incident took place in the past or in the present.

-Whichever support option you chose, please know that any information shared will not be shared without permission*, will be dealt with sensitively and confidentially, and that you remain in control of the decision-making process.

Emergency? Are you at risk?

Emergency Response

If you are experiencing serious distress or are involved in a serious incident and need support out of hours, your safest first action is to seek medical assistance or assistance from the emergency services by calling **999 or 112 (Ask for Ambulance &/or Police)**

RCSI Emergency Response Number

If you are on a RCSI site, after calling 999, you may wish to contact the RCSI Security Service to help the emergency services reach you quickly and/or to direct you to available support services.

+ 353 1 4022219

RCSI Support

CoMPPAS support

Student Welfare Service
Email: sw@rcsi.ie

Mercer's Medical Centre

Tel: +353 1 402 2300
Email: gpreception@rcsi.ie

Spectrum.Life

Student Assistance Programme

Available 24/7 & 356 day a year

Freephone: 1800 851 340

International: 00353 1 518 0277

WhatsApp: Text 'Hi' to +353 (0)87 369 0010

Register: <https://rcsi-sap.spectrum.life/login>

External Support

Dublin Rape Crisis Centre

If you want immediate advice to feel safe & supported, this is available by calling the

Free National 24-hr Helpline:
1800 77 8888

Confidential listening and support for women and men who have been raped, sexually assaulted, sexually harassed or sexually abused at any time in their lives.

<http://www.drcc.ie/get-help-and-information/>

Sexual Assault Treatment Units (SATU)

Sexual Assault Treatment Units (SATU) provide services for individuals, of all genders, who have experienced sexual crimes by addressing their immediate medical, psychological and emotional needs. This service can also perform a forensic examination if required.

A Rape Crisis (RCC) Support Worker will be in attendance to offer you information and emotional support. You can also request to be accompanied by a support worker from the RCC.

See Appendix 1 for Full contact details for SATUs in Ireland

*Mandatory reporting:

Staff are obliged to contact Associate Director of Academic Affairs (registry@rcsi.ie) or Child protection Officer (U18) if:

- You are at risk of harming yourself or others
- You are under 18
- The disclosure affects another person who is under 18

5. Reporting an incident of sexual misconduct

RCSI encourages all students to make a complaint if they have experienced any incident of this nature. Having received support and advice, you may decide to formally disclose the name of the accused and can receive guidance and support on how to submit a complaint. We fully appreciate that it can be difficult to disclose an incident of sexual misconduct, especially if the other person is known to you. You may be worried about not being believed, that it was your fault, that friends and family will judge you if they find out, or even that your life might be in danger if this becomes known.

If you choose to make a report of sexual misconduct, there is further information provided in the next section (5.1 Disclosure and Confidentiality) that may help you make a decision about what to do next. The flow diagram on page 10 will help you understand the options you have to report an incident of sexual misconduct.

Another option available to you is to anonymously report the incident. In 2021, RCSI introduced an online, anonymous reporting tool called Speak Out (rcsi.speakout.ie). Anyone can use this tool to report for themselves or on behalf of another an instance of bullying, cyberbullying, harassment, discrimination, hate crime, coercive behaviour, stalking, assault, sexual harassment, sexual assault, and rape. This tool also provides a list of bespoke supports in response to how the user engaged with the tool.

5.1 Disclosure and Confidentiality

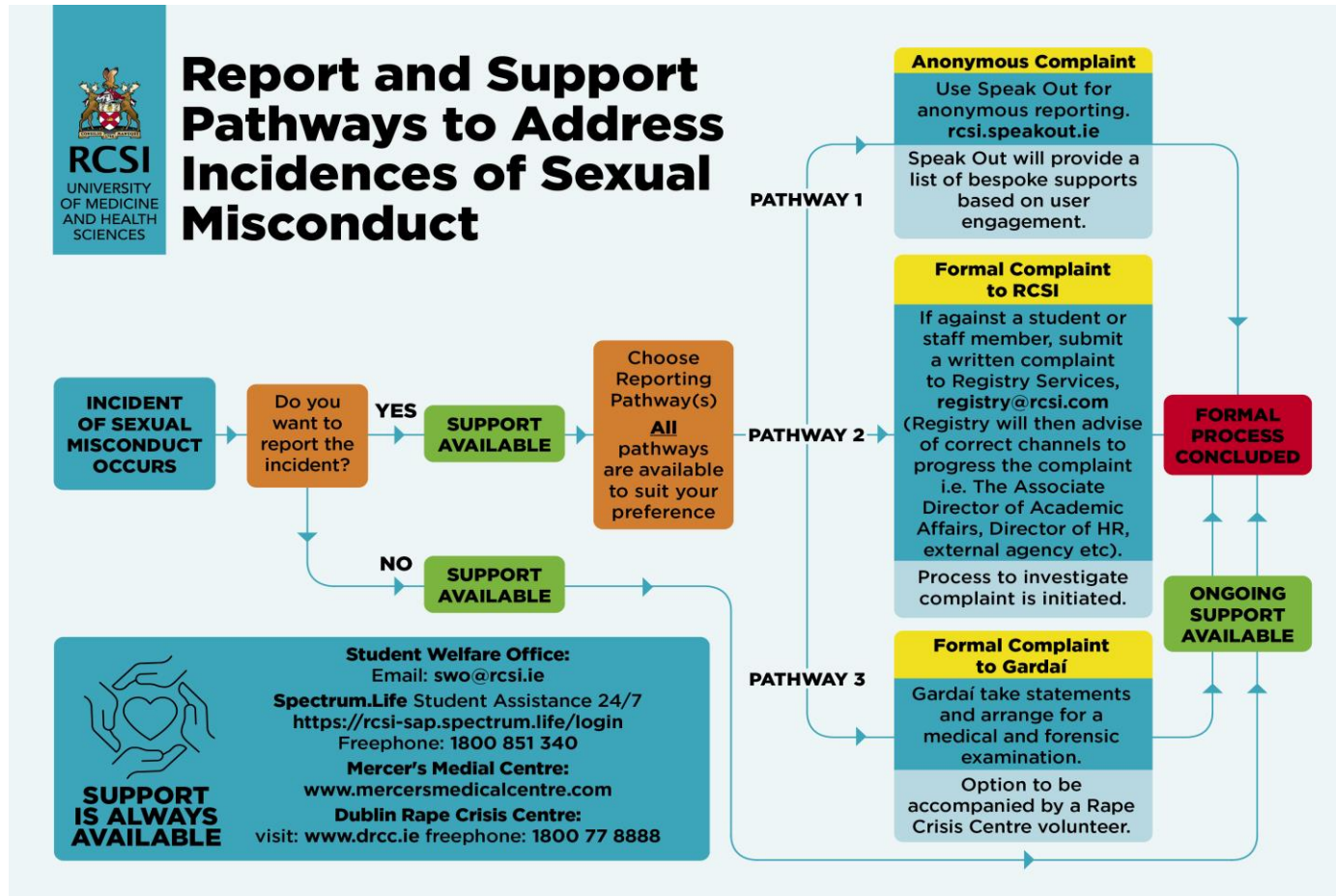
All students that come forward with a complaint will be treated sensitively, supportively and confidentially, in accordance with policies and procedures.

RCSI has a responsibility to the wider student community, patients and the general population to investigate, and may initiate procedures under the Disciplinary Regulations⁹.

In the case where an alleged crime has been committed, RCSI would always encourage you to report the crime to the Gardaí (Police).

⁹ Link to further information on RCSI's Disciplinary Regulations:
<https://rcsicampus.sharepoint.com/:b:/r/sites/HRHub/HR%20Documents/Disciplinary%20Procedure/Disciplinary-Procedure.pdf?csf=1&web=1&e=D1tR3S>

5.2 Reporting an Incident of Sexual Misconduct



5.2.1 What will happen if I make a formal complaint to the Gardaí?

- The Gardaí will take relevant information and statements and, with your consent, arrange for a medical and forensic examination to take place at one of the nation-wide Sexual SATUs. The following link provided by the Dublin Rape Crisis Centre gives detailed information about what this process may involve. Please click [here¹⁰](#).
- You also have the option of being accompanied by, or supported by a volunteer from the Rape Crisis Centre.

5.2.2 What will happen if I make a formal complaint to RCSI?

- Students who make a complaint of sexual misconduct to the University should make the complaint in writing to the Associate Director for Academic Affairs who will initiate the Disciplinary Procedures. Please click [here¹¹](#).
- If the complaint is against a staff member, this will be forwarded to Human Resources (HR) and will be fully investigated under the RCSI Grievance procedures. Please click [here](#).

5.2.3 What happens if I do not want to make a formal complaint to the University and I am reluctant to name the accused?

- If you are not willing to make a complaint and you have not disclosed the identity of the other person then RCSI may not be in a position to take any steps to investigate your complaint.
- If you would like to make an anonymous complaint, you may do so through the Speak Out tool (<https://rcsi.speakout.ie/>). See Section 5.2.5 for further details.
- We will continue to provide support you.

¹⁰ Hyperlink URL: <https://www.drcc.ie/services/accompaniment/satu/>

¹¹ Hyperlink URL:

<https://rcsicampus.sharepoint.com/:b:/r/sites/HRHub/HR%20Documents/Disciplinary%20Procedure/Disciplinary-Procedure.pdf?csf=1&web=1&e=WWeEXq>

5.2.4 What happens if I do not want to make a formal complaint to the University but I name the Respondent to a staff member of the University?

- In the interest of student, patient and public safety, the staff member will be obliged to submit a report to the Associate Director for Academic Affairs detailing the information.
- Upon receipt of this report the Associate Director, will determine the appropriate response of RCSI.

5.2.5 What happens if I make an anonymous complaint through Speak Out (rcsi.speakout.ie)?

- Because of the anonymous nature of this reporting mechanism, there is no way for RCSI to contact you or to follow-up on the incident you reported. However, Human Resources, the EDI Unit and CoMPPAS review the data submitted via this resource regularly to inform, identify, and update practices and procedures to address unacceptable behaviour.

5.3 Support for the Accused

This may be a distressing time for all parties involved in an allegation of sexual misconduct. RCSI is committed to ensuring the natural justice rights of the accused.

Under the Irish Constitution, a person against whom an accusation is made, is entitled to fair procedures and natural justice. Therefore, an accused person is entitled to the following:

- The right to be advised of the case against them and to know the identity of their accuser;
- The opportunity to be heard in their own defence, which may include a right to representation.

RCSI will act in accordance with these rights to ensure they are protected, to include:

1. That where a complaint is held to be genuinely made there will be no negative consequences for the complainant even where the complaint is not upheld
2. Any victimisation of a person for making a complaint or providing evidence will be treated as an offence and subject to discipline.

A person against whom an accusation is made can access support at RCSI:

CoMPPAS support

Senior Social Worker

Email: swo@rcsi.ie

Student Assistance Programme

Counselling and Information Service available 24/7 & 356 day a year

Freephone: 1800 851 340

International: 00353 1 518 0277

WhatsApp: Text 'Hi' to +353 (0)87 369 0010

Register: <https://rcsi-sap.spectrum.life/login>

Employee Assistance Programme

Counselling and Information Service available 24/7 & 356 day a year

Freephone: 1800 903 542

WhatsApp: Text 'Hi' to 087 369 0010

Register: <https://rcsi-sap.spectrum.life/login>

6. Policy Review Procedures

This policy shall be subject to continuous assessment and evaluation, and shall be reviewed at least once every three years.

7. Appendices

Appendix 1: Contact details Sexual Assault Treatment units (SATUs)

Appendix 2: Context and Legislation

Appendix 1: Sexual Assault Treatment Units

Sexual Assault Treatment Units (SATU) provide services for individuals, of all genders, who have experienced sexual crimes by addressing their immediate medical, psychological and emotional needs. This service can also perform a forensic examination to gather physical evidence of the assault/rape that can be used in a legal process if a person decides to report this crime to the Gardaí (Police).

In Dublin, the SATU is located in the Rotunda Hospital in the Early Pregnancy Unit building in the back car park. This is a self-contained unit with a private waiting room, office, forensic examination room, bathroom and kitchen. It is a separate private facility accessed only by the SATU staff. There is no signage around the main hospital to ensure privacy and confidentiality. [Their website](#)¹² provides information on your options if you decide to attend.

A Rape Crisis Support Worker will be in attendance at the SATU to offer you information and emotional support.

There are a number of SATUs around Ireland, the contact details of which can be found below and at

<https://www2.hse.ie/services/sexual-assault-treatment-units/where-to-find.html>.

¹² Hyperlink URL: <https://www.hse.ie/eng/services/list/5/sexhealth/satu/#Dublin%20SATU>

Location	Address	Website & Email address (if available)	Telephone number	Out of hours phone
Cork				
South Infirmery Victoria University Hospital	Old Blackrock Road, Co Cork	Website: https://www.sivuh.ie/departments/sexualassaulttreatmentunit.html Email address: satu@sivuh.ie	021 4926297 (Weekdays from 8 am to 4:30 pm)	021 4926100 (weekends and after 4:30 pm) Ask for SATU
Donegal				
Letterkenny General Hospital	Justice Walsh Road, Letterkenny, Co Donegal	Website: https://www2.hse.ie/services/satu/contact/#donegal-satu Email Address: Satu.letterkenny@hse.ie	087 06 81 964	087 06 81 964
Dublin				
Rotunda Hospital Campus	Parnell Square Dublin 1	Website: https://rotunda.ie/knowledgebase/satu/ Email address: satu@rotunda.ie	01 817 1736 (Weekdays from 8 am to 5 pm)	01 817 1700 (after 5 pm on weekdays and weekends) Ask for SATU
Galway				
The Willow Centre	Faustina House, IDA	Website: https://saolta.ie/satu	091 765751 or 087	091 7576 31 or 091 524 222

Location	Address	Website & Email address (if available)	Telephone number	Out of hours phone
	Small Business Centre, Tuam Road, Galway	Email address: satugalway.hsewest@hse.ie	6338118 (Weekdays from 8 am to 4 pm)	(after 4 pm or weekends) Ask for SATU
Mullingar				
Midland Regional Hospital	Mullingar, Co Westmeath	Website: https://www2.hse.ie/services/satu/contact/#mullingar-satu Email address: satu.mrhbm@hse.ie	044 939 4239 or 086 0409952 (Weekdays from 8 am to 5 pm)	044 9340221 (after 5 pm and on weekends) Ask for SATU
Waterford				
University Hospital Waterford	Dunmore Road, Co Waterford	Website: https://www2.hse.ie/services/satu/contact/#waterford-satu Email address: wrh.satu@hse.ie	051 842 157 (Weekdays between 8 am and 5 pm)	051 848000 (after 5 pm and weekends) Ask for SATU

Appendix 2: Context and Legislation

This policy has been developed in the context of several Irish laws, where sexual violence is covered under Criminal Acts such as: Criminal Law (Rape) Act 1981; Criminal Law (Rape) Amendment Act 1990; Criminal Evidence Act 1992; Criminal Justice Act 1993; Sex Offenders Act 2001; Criminal Justice Act 2006; and Criminal Law (Sexual Offences) Act 2017, The Child Care Act 1991, Children First Act 2015 (please below for a list of links to the legislation referred to in this policy). The most recent legislation dealing with sexual violence, the Criminal Law (Sexual Offences) Act 2017, provides a statutory definition of consent in Ireland.

This policy has also been developed in the context of the Employment Equality Acts 1998-2015 and Equal Status Act 2000-2015 that prohibit direct and indirect discrimination, sexual harassment, harassment and victimisation in relation to nine equality grounds, including gender and sexual orientation.

This policy complements other RCSI student policies: RCSI Code of Conduct for Undergraduate and Postgraduate Students, Student Dignity and Respect Policy, RCSI Student Disciplinary Regulations¹³.

Links to the Irish Legislation cited in this Policy

Criminal Law (Rape) Act 1981

<http://www.irishstatutebook.ie/eli/1981/act/10/enacted/en/html>

Criminal Law (Rape) Amendment Act 1990

<http://www.irishstatutebook.ie/eli/1990/act/32/enacted/en/html>

Criminal Evidence Act 1992

¹³ Visit <https://vle.rcsi.com/course/view.php?id=684§ion=2> for further details.

<http://www.irishstatutebook.ie/eli/1992/act/12/enacted/en/html>

Criminal Justice Act 1993

<http://www.irishstatutebook.ie/eli/1993/act/6/enacted/en/html>

Sex Offenders Act 2001

<http://www.irishstatutebook.ie/eli/2001/act/18/enacted/en/html>

Criminal Justice Act 2006

<http://www.irishstatutebook.ie/eli/2006/act/26/enacted/en/print>

Criminal Law (Sexual Offences) Act 2017

<http://www.irishstatutebook.ie/eli/2017/act/2/enacted/en/html>

Employment Equality Acts 1998-2015

<https://www.ihrec.ie/guides-and-tools/human-rights-and-equality-for-employers/what-does-the-law-say/eea-summary/>

Equal Status Act 2000-2015

<https://www.ihrec.ie/guides-and-tools/human-rights-and-equality-in-the-provision-of-good-and-services/what-does-the-law-say/equal-status-acts/>

Protected Disclosure Act, 2014

<http://www.irishstatutebook.ie/eli/2014/act/14/enacted/en/html>

Freedom of Information Act, 2014

<http://www.irishstatutebook.ie/eli/2014/act/30/enacted/en/html>

The General Data Protection Regulation (GDPR)

[Regulation \(EU\) 2016/679](#)

Data Protection Act 2018

<http://www.irishstatutebook.ie/eli/2018/act/7/enacted/en/html>

Children First Act, 2015

<https://www.tusla.ie/children-first/children-first-guidance-and-legislation/>

Child Care Act 1991

<https://www.irishstatutebook.ie/eli/1991/act/17/enacted/en/html>