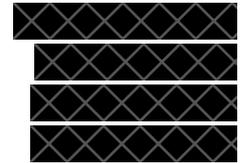


Appendix 2

Church of the Flying Spaghetti Monster in Ireland



Attn: Fr Paddy Rushe
Chaplaincy Team
Dundalk Institute of Technology
Dublin Road
Dundalk
Co Louth
A91 K584

Re: Request for a Pastafarian Service within the Chaplaincy

Dear Fr Rushe,

I would like to make a formal request that the Dundalk IT Chaplaincy should facilitate a Pastafarian Service within your Quiet Room. In this regard, I refer to the recently published decision of the Workplace Relation Commission following an identical request that I made to you previously. The adjudicator explained that decision as follows:

"In my view the approach taken by the complainant at the adjudication hearing that he was discriminated against because he has no religious beliefs is inconsistent with the ES1 form and the WRC complaint form where he claims to have been discriminated on the grounds of his non-mainstream religious beliefs."

If the adjudicator was confused as to my religious beliefs then you could certainly not be in any doubt, Fr Rushe. From both our previous meetings on campus and also from our extensive correspondence over several years, you will already be fully aware that I am an atheist and that the Pastafarian Service that I wish to arrange will promote my non-religious beliefs.

Specifically, the Pastafarian Service that I am keen to provide for Dundalk IT students, will be opposed to addressing addiction issues through the supernatural intervention of a long-

dead Beneventan priest. I understand that within the Roman Catholic Church, it is widely accepted that Padre Pio was capable of not only levitation and bilocation, but also of composing propitiations that are effective at dealing with addiction issues. Indeed, you have previously used your State-funded position as Chaplain at Dundalk IT, to promote a "*Prayer Book For Those Affected By Addiction*" on campus, and this book includes a prayer composed by Padre Pio. I have attached details of these promotions for your reference.

The Pastafarian Service that I would like to arrange in your Chaplaincy Quiet Room, will include a discussion of intercessory prayer and its efficacy or otherwise. This will involve several theological issues relating to concerns associated with theodicy. In particular, my non-religious beliefs incorporate a teaching that any god who is capable of resolving addiction issues but very often decides not to (or any god who is less likely to resolve such issues if propitiations are not offered) is inherently evil and unworthy of worship. While I accept that such beliefs are not consistent with yours, I understand that it is not open to the DkIT Chaplaincy to treat me less favourably than Roman Catholic votaries, because they have religious beliefs and I have not. Moreover, when comparing our contradictory beliefs in relation to addiction issues, it is worth noting that your beliefs on the efficacy of intercessory prayer are not supported by the academic courses currently taught at Dundalk IT, whereas my beliefs are entirely consistent with that evidence-based content.

Consequently, the basis on which I am making this formal request for a Pastafarian Service in your Chaplaincy Quiet Room is as follows:

1. Mission Statement

The Mission-Based Performance Compact between Dundalk IT and the Higher Education Authority dated 31st January 2019¹, includes the following commitment within the Mission Statement:

... engagement relevant to the educational, economic, social and cultural development of the North Leinster-South Ulster region ..."

Cultural services are explicitly included within the scope of the Equal Status Act and my address is well within the catchment area defined by Dundalk IT. Moreover, the stated policy of the Dundalk IT Chaplaincy is that it is "*for people of all faiths and none*²". As such, it is not open to you to carry out engagement relevant to the cultural development of the region, while excluding non-religious groups.

2. Recruitment of Students

When I previously made this request for a Pastafarian Service in the Quiet Room within the Dundalk IT Chaplaincy, the following purported policy was offered as a reason to exclude me:

¹ <https://hea.ie/assets/uploads/2017/04/Dundalk-Institute-of-Technology-Mission-Based-Performance-Compact-2018-2021.pdf>

² <https://www.dkit.ie/dkit-life/student-supports/chaplaincy.html>

"The institute will not facilitate religious and non-religious bodies attempting to use its facilities in the recruitment of students and staff."

It is indeed true that my intention is to use a Pastafarian Service in your Quiet Room as part of efforts to recruit students and staff. However, this purported policy is clearly bogus. Dundalk IT has been unable to demonstrate where the policy is written down, when it was adopted or who approved it. Moreover, it is demonstrably the case that Dundalk IT is perfectly willing to facilitate religious bodies in attempting to use its facilities for the recruitment of students. I have attached details of one such example event, which is aimed at the promotion of Islam towards students. It is not open to Dundalk IT to facilitate such events arranged by those with religious beliefs, while excluding events proposed by those with non-religious beliefs.

3. Requests from Students

When I previously made this request for a Pastafarian Service in the Quiet Room within the Dundalk IT Chaplaincy, the following purported policy was offered as a reason to exclude me:

"Requests for a religious or non-religious service must come from student or staff bodies ..."

This purported policy is clearly bogus. Dundalk IT has been unable to demonstrate where the policy is written down, when it was adopted or who approved it. Moreover, you personally demonstrated that no such policy exists when you previously received a request from a Dundalk IT student for a Pastafarian service. In that instance you differentiated between various students enrolled in the same part-time course, based explicitly on their beliefs about religion.

For the students in the class who had Roman Catholic beliefs, you offered them access to Roman Catholic services in the Dundalk IT Chaplaincy. In contrast, other students in exactly the same class who had paid exactly the same fees to enrol in exactly the same course, would have access to no services in your Chaplaincy, even if they explicitly requested a non-religious Pastafarian service based on their non-religious beliefs. In addition, I note that the Dundalk IT Undergraduate Mini Guide for 2019-2020³ states that the *"DkIT Chaplaincy is available to all students..."*.

4. Outside Bodies

As part of your engagement relevant to cultural development across the region, you have previously invited representatives of religious bodies who are based within the broader catchment area. For example, I have attached details of a visit to Dundalk IT that you arranged for Archbishop Eamon Martin, after His Excellency informed you that he was *"doing a tour of the area"*.

³ <https://www.dkit.ie/study/prospective-students/download-our-prospectus/undergraduate-miniguide.html>

Notwithstanding this, when I previously made an identical request for a Pastafarian Service in the Quiet Room within the Dundalk IT Chaplaincy, the following purported policy was offered as a reason to exclude me:

"... the institute does not deal with requests from any outside bodies or individuals for use of these facilities."

This purported policy is clearly bogus. Dundalk IT has been unable to demonstrate where the policy is written down, when it was adopted or who approved it. Moreover, any such policy would clearly be contrary to the Mission Statement agreed with the HEA. It is not open to you to facilitate events for outside bodies that are religious, while excluding events for outside bodies that are non-religious.

You may be interested to learn that just like His Excellency Archbishop Martin, I will also be 'doing a tour of the area'. As such, I expect that you'll be eager to facilitate my request on a mutually convenient date. I'll look forward to your early response to this correspondence and I expect we'll be able to arrange a date for a one-hour Pastafarian Service in your Chaplaincy Quiet Room, which will be consistent with my non-religious beliefs, before the end of January 2020. May I suggest lunchtime on Tuesday 28th January? Please let me know at your earliest convenience if this will be possible.

Praise be His noodly appendages.

Yours Sincerely,



John Hamill.



RL766816460IE

[Track again](#)

Current status: **Your item was delivered** DUNDALK D.S.U., CO LOUTH

Item history



RL766816460IE

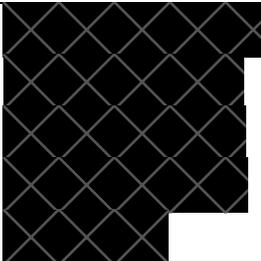
- 17 December 2019 07:59
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- 17 December 2019 06:12
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- 16 December 2019 23:04
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- 16 December 2019 15:09
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- 16 December 2019 11:02
Your item was accepted in CASTLEBLAYNEY, CO MONAGHAN



The Equal Status Acts, 2000-2015 NOTIFICATION

IMPORTANT: This document warns of a possible legal claim. Please read it, and the attached Notes, carefully. The Notes explain what this document is about, explain some of the terms used, and set out the legal requirements this Notification must follow.

From: *(name and address of the “complainant”, the person who thinks they have been discriminated against or otherwise unlawfully treated)*

Name:	John Hamill
Address:	

To: *(name and address of the “respondent”, the person or organisation who the complainant thinks discriminated against them or treated them unlawfully)*

Name:	Fr Paddy Rushe
Address:	Chaplain Dundalk Institute of Technology Dublin Road Dundalk Co Louth A91 K584

1. I think that you have/may have treated me unlawfully by:
(please tick which box or boxes apply)

Discriminating against me,

Harassing me, or allowing me to be harassed

Sexually harassing me, or allowing me to be sexually harassed

Failing to provide me with “reasonable accommodation” [see Notes: only for person with a disability]

Victimising me (*see Notes*)

contrary to the Equal Status Acts, 2000 – 2015.

2. I think that you did so on the following ground(s):

(Please tick whichever box(es) apply)

gender (*male or female*)

civil status (*single, married, separated, divorced, widowed or in a civil partnership*)

family status (*pregnant; parent or acting parent of a child; parent or resident primary carer of a person with a disability who needs continuing care*); (*see Notes*)

sexual orientation (*heterosexual, homosexual or bisexual orientation*)

religion (*religious belief/background or lack of belief*)

age (*18 years of age or over*); (*see Notes*)

disability (*see Notes*)

race (*colour, nationality, ethnic or national origins*)

membership of the Traveller community

victimisation (*see Notes*)

housing assistance (*see Notes*)

3. Details of my complaint are as follows (*include details such as place, date and time when you say the respondent treated you unlawfully, and what you say led up to this treatment*):

Date: 28th January 2020

Time: Not Applicable

Other details:

On 16th December 2019 I wrote to the Chaplain at Dundalk IT, requesting that a non-religious service should be arranged according to the beliefs of my local non-religious group. The letter was delivered by registered post on 17th December 2019. I proposed that the event should take place on 28th January 2020. Even allowing for the closure of the college from 24th December 2019 until 2nd January 2020, this is a notice period of well over 4 weeks. I outlined the theological issues that would be mentioned during the proposed service, and the non-religious perspectives that would be articulated. These perspectives related to theodicy and the efficacy of intercessory prayer in dealing with addiction issues, which is an issue that the Dundalk IT Chaplaincy had already been actively engaged in. The Chaplain has declined to facilitate my non-religious service. In contrast, religious services promoting religious perspectives have been welcomed when they were sought by religious votaries in the catchment area. I believe that this represents unlawful discrimination on the religious ground. Specifically, I believe that the Chaplain has treated me less favourably than religious votaries when similar requests for services were made by them, because the religious votaries have religious beliefs whereas I wish to arrange a service around my non-religious beliefs.

(CONTINUE ON SEPARATE PAGE(S), IF NEEDED)

4. I think that this involved me being treated less favourably than others (on the ground(s) mentioned above) in the following way:

(this section is not needed for harassment or sexual harassment cases)

Dundalk IT provides cultural services towards a broad catchment area that includes my address. As part of the services that the institute provides, the Chaplaincy within Dundalk IT has facilitated Roman Catholic votaries from the catchment area with respect to religious services on campus. In addition, the Chaplaincy has also arranged regular Roman Catholic Mass on campus. In declining to facilitate my non-religious service, I believe that Dundalk IT is treating me less favourably than others because others have a religious belief and I have not.

When I previously made a request for a service in the Quiet Room within the Dundalk IT Chaplaincy, the following purported policy was offered as a reason to exclude me:

"The institute will not facilitate religious and non-religious bodies attempting to use its facilities in the recruitment of students and staff."

It is indeed true that my intention is to use a non-religious service in the Dundalk IT Quiet Room as part of efforts to recruit students and staff. However, this purported policy is clearly bogus. Dundalk IT has been unable to demonstrate where the policy is written down, when it was adopted or

who approved it. Moreover, it is demonstrably the case that Dundalk IT is perfectly willing to facilitate religious bodies in attempting to use its facilities for the recruitment of students. For example, one such event was aimed at the promotion of Islam towards students, and Roman Catholic Mass is also regularly provided on campus. It is not open to Dundalk IT to facilitate such events arranged by those with religious beliefs, while excluding events proposed by those with non-religious beliefs.

When I previously made a request for a service in the Quiet Room within the Dundalk IT Chaplaincy, the following purported policy was also offered as a reason to exclude me:

"Requests for a religious or non-religious service must come from student or staff bodies ..."

This purported policy is clearly bogus. Dundalk IT has been unable to demonstrate where the policy is written down, when it was adopted or who approved it. Moreover, it can easily be demonstrated that no such policy exists, since Dundalk IT has previously received a request from a Dundalk IT student for a service on campus to be provided by my group. In that instance, Dundalk IT differentiated between various students enrolled in the same part-time course, based explicitly on their beliefs about religion. For the students in the class who had Roman Catholic beliefs, Dundalk IT offered them access to Roman Catholic services in the Dundalk IT Chaplaincy. In contrast, other students in exactly the same class who had paid exactly the same fees to enrol in exactly the same course, could have

access no services in the Chaplaincy, even when they explicitly requested a non-religious service based on their non-religious beliefs. In addition, I note that the Dundalk IT Undergraduate Mini Guide for 2019-2020 states that the *"DkIT Chaplaincy is available to all students..."*.

As part of the services provided by Dundalk IT that are aimed at promoting cultural development across their catchment area, Dundalk IT has previously invited representatives of religious bodies in the region to provide services on the campus. For example, Dundalk IT arranged a visit to the campus for Archbishop Eamon Martin, after His Excellency reported to the Chaplain that he was *"doing a tour of the area"*.

Notwithstanding this, when I previously made an almost identical request for a service in the Quiet Room within the Dundalk IT Chaplaincy, the following purported policy was offered as a reason to exclude me:

"... the institute does not deal with requests from any outside bodies or individuals for use of these facilities."

This purported policy is clearly bogus. Dundalk IT has been unable to demonstrate where the policy is written down, when it was adopted or who approved it. Moreover, any such policy would clearly be contrary to the Mission Statement agreed with the HEA. It is not open to Dundalk IT to facilitate events for outside bodies because they are religious, while excluding equivalent events for other outside bodies because they are non-religious.

In my application of 16th December 2019, I made the content of my proposed non-religious service very clear. Dundalk IT has neglected to facilitate my request for a non-religious service, even though very similar requests for religious services were facilitated. I believe that declining to permit a non-religious service according to my written 16th December 2019 request, represents unlawful discrimination against me on the religious ground, since I have been treated less favourably than others because others have religious beliefs whereas I have non-religious beliefs.

5. Please reply explaining why you treated me as you did. I
attach Form ES.2, which can be used to reply.

6. Request for other information:

(If the complainant is not using this section, please go directly to next page)

Please reply in writing to the following questions which are relevant to my case:
(List your questions here, please number each one).

1.

The Chaplaincy at Dundalk IT has facilitated many religious services, including religious services for external religious bodies. Specifically, the Chaplaincy at Dundalk IT has promoted Roman Catholic beliefs and facilitated religious services for external bodies to promote Roman Catholic beliefs on campus. **Has the Chaplaincy at Dundalk IT ever facilitated any non-religious service from any external non-religious**

body, which described non-religious beliefs that are explicitly opposed to Roman Catholic beliefs?

2.

Does Dundalk IT have a policy of excluding the non-religious who are opposed to Roman Catholic beliefs, and are the cultural services provided towards the institute's catchment area limited only to those in the catchment area who have religious beliefs?

3.

Whereas the Dundalk IT Chaplaincy has arranged a very large number of Roman Catholic Services; and whereas the Dundalk IT Chaplaincy has declined to arrange my non-religious service; is there any objective reason to explain this less favourable treatment of me, other than the fact that I have no religious beliefs while those who have been permitted to arrange services have religious beliefs?

4.

Dundalk IT teaches an academic course that includes content relating to addiction issues. Is it the policy of the Dundalk IT Chaplaincy to only facilitate services that promote intercessory prayer as an effective way to deal with these issues, while excluding services which question the efficacy of such intercessory prayer?

7. Please note that I intend to seek redress under the Equal Status Acts 2000-2015. If I am not satisfied with the reply I receive, or if you fail to reply within a month after it was sent to you.

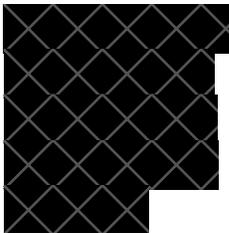
Please send your reply to me at the address written below.

Signature of Complainant (*or their representative*):

.....

Date: 28th January 2020

Contact Address:



NOTE TO THE PERSON RECEIVING THIS NOTIFICATION:

More information in relation to employment, equality and industrial relations legislation can be found on www.workplacerelations.ie or by telephoning the information line on 1890 80 80 90. You can also get the following information:

- A reply form ES.2
- Explanatory notes "Information on receiving a Form ES.1, or using Form ES.2"
- Procedures in the Investigation of Employment and Equality Complainants.

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[Track again](#)

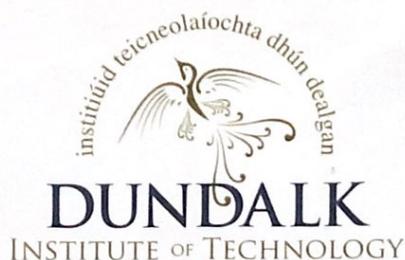
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Item history



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- 28 January 2020 20:51
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- 28 January 2020 15:23
We are processing your item in CASTLEBLAYNEY, CO MONAGHAN
- 28 January 2020 11:12
Your item was accepted in CASTLEBLAYNEY, CO MONAGHAN



Tel: 353 42 9370200
Fax: 353 42 9370201
Web: www.dkit.ie
E-Mail: reception@dkit.ie
E-Mail: first.surname@dkit.ie

3rd February 2020

John Hamill
Church of the Flying Spaghetti Monster in Ireland

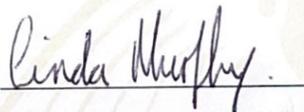


Dear Mr Hamill

Further to your letter to Fr Paddy Rushe dated 16th December 2010 please be advised that Fr Paddy Rushe no longer provides a contract for service to the Institute. Your letter has been passed to me regarding your request to book the Quiet Room.

The Quiet Room is used by contracted services, staff and students of the Institute. As outlined at the WRC Adjudication Hearing on 25/06/2019 you can book a similar room. You may enquire about room bookings by sending an email to venuehire@dkit.ie outlining your requirements.

Regards.



Linda Murphy
Academic Administration &
Student Affairs Manager

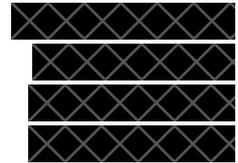


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European Union
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Church of the Flying Spaghetti Monster in Ireland



6th February 2020

Attn: Ms Linda Murphy
Academic Administration & Student Affairs Manager
Dundalk Institute of Technology
Dublin Road
Dundalk
Co Louth
A91 K584

Re: Request for a Pastafarian Service within the Chaplaincy

Dear Ms Murphy,

I refer to your letter of 3rd February 2020. Thank you for confirming that my application to arrange a service at the Dundalk IT Chaplaincy will be processed by the institute according to the policies *"as outlined at the WRC Adjudication Hearing on 25/06/2019"*.

According to those policies, the Chaplaincy at Dundalk IT has previously arranged services on campus for the votaries of external religious groups, which included content aimed at promoting the teachings of those groups. As just one example, the Chaplaincy arranged a visit to the Dundalk IT campus for Archbishop Eamon Martin, after His Excellency informed the Chaplaincy that he was *"doing a tour of the area"*. The content of Archbishop Martin's service involved promoting ideas associated with *"Pope Francis and The Church in Ireland"*.

As I explained in my letter of 16th December 2019, I am an atheist and the Pastafarian Service that I wish to arrange will promote my non-religious beliefs. I have outlined to you the content of the proposed service, which is directly opposed to the Roman Catholic teachings that have very frequently been promoted by the Dundalk IT Chaplaincy. **Given the very large volume of Roman Catholic services that have been facilitated by the Chaplaincy, including those arranged on behalf of outside Roman Catholic bodies from**

across the broad catchment area of the institute, it does not seem like an especially onerous request to seek just one non-religious service that would include content opposed to those Roman Catholic teachings.

When Archbishop Martin was in contact with the Dundalk IT Chaplaincy and sought to provide a service on campus that promoted Roman Catholic beliefs, the response of the Chaplaincy was to:

- i) arrange a date for the service that was convenient for Archbishop Martin
- ii) provide a venue on campus for the service, at no cost to Archbishop Martin
- iii) create posters advertising the service, at no cost to Archbishop Martin
- iv) advertise and promote the service through social media and other channels

In contrast, when I propose a non-religious service that would include content opposed to Roman Catholic teachings, it seems that the institute is unwilling to facilitate me in any way, other than to inform me that I may hire a room at my own cost. This appears to represent less favourable treatment of me by the institute, because Archbishop Martin has religious beliefs whereas I have none. There have been literally hundreds of Roman Catholic services arranged by the Dundalk IT Chaplaincy on campus, including those for external Roman Catholic votaries from the broad catchment area of the institute, and at no time has the Roman Catholic Church been charged by the institute for facilitating any of those services. I now understand your policies to require that not even a single non-religious service opposing Roman Catholic teachings can be permitted, without a charge being applied. These policies appear designed to welcome and promote those with religious beliefs, while creating prohibitive barriers to those with non-religious beliefs.

I do not wish to be prescriptive in terms of which room on campus that the Chaplaincy should provide for my service. I mentioned your Quiet Room as I understand it is modest and within the direct control of the Chaplaincy, such that this venue would be easiest for the Chaplaincy to facilitate. However, I am of course willing to provide my service in a different room if the Chaplaincy would prefer to arrange the event elsewhere on campus. My expectation though is that public bodies providing services to a broad catchment area, will ensure equal treatment for those of all faiths and none, rather than treating those with non-religious beliefs less favourably than those with religious beliefs. This expectation comes both from the terms of the Equal Stats Act, and also from the publications of Dundalk IT itself. For example, the current Dundalk IT Chaplaincy web site¹ as of the date on this correspondence, states that:

"The Chaplaincy is a safe and welcoming space for people of all faiths and none."

It would not be consistent with this statement to enforce a policy whereby the Chaplaincy welcomes and promotes services according to Roman Catholic beliefs, while applying prohibitive cost barriers to services promoting non-religious beliefs. The same web site also states that one of the functions of the Dundalk IT Chaplaincy is *"Faith Development"*. Similarly, there is no basis on which Dundalk IT can promote Roman Catholic faith

¹ <https://www.dkit.ie/dkit-life/student-supports/chaplaincy.html>

development among the student body, while at the same time enforcing discriminatory policies that inhibit ideas opposed to the Roman Catholic faith.

I'd like to propose that the Chaplaincy should facilitate my one-hour Pastafarian service at lunchtime on Tuesday 3rd March, which should be arranged by the Chaplaincy at no cost to me. In the alternative, I'd be grateful if you could complete the ES2 Form that I sent you on 28th January 2020, along with the associated ES1 Form.

Praise be His noodly appendages.

Yours Sincerely,

John Hamill.

Suspension of all mail to China



[Further details here](#) →

an
post



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[Track again](#)

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Item history



RL767149113IE

- 07 February 2020 08:13
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- 07 February 2020 07:07
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- 06 February 2020 20:19
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- 06 February 2020 15:15

We are processing your item in CASTLEBLAYNEY, CO MONAGHAN

06 February 2020 11:32

Your item was accepted in CASTLEBLAYNEY, CO MONAGHAN



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Your email address



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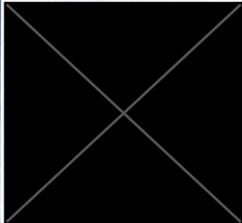
The Equal Status Acts 2000 - 2015 REPLY TO NOTIFICATION

IMPORTANT: Please read this form, and the attached Notes, carefully. The Notes explain what this document is about, and explain some of the terms used.

From: (name and address of the "respondent", the person or organisation that has received a notification under the Equal Status Acts)

Name:	Fr Paddy Rushe
Address:	Dundalk Institute of Technology Dublin Road Dundalk Co Louth

To: (name and address of the "complainant", the person who sent the notification)

Name:	John Hamill
Address:	

I acknowledge receipt on the (give date)

29th January 2020 of your notification claiming that you were treated unlawfully under the Equal Status Acts.

I note that you say the unlawful treatment took place on the **28th January 2020**

A. The notification states what you say happened on that date/ those dates.

The following is what happened from my point of view:

Your letter dated 16th December 2010 was sent to Fr Paddy Rushe who no longer provides a contract for service to the Institute. The Pastoral Care (formerly Chaplaincy) Co-ordinator returned after the Christmas break on 14th January 2020 for the start of the second semester and queried, during that week, how to manage this communication for Fr Rushe. The Institute then communicated with you on 3rd February 2020 advising, as outlined in the Workplace Relations Commission Adjudication Hearing of 25/6/19 that you could book a room in the Institute and provided the contact details for which to do so.

B. My/our reasons for doing so were as follows:

As the Institute has stated on a number of previous occasions the Pastoral Care provider's primary role is to provide pastoral support to students. He has limited resources with no administrative support and often does not respond to every communication received. This is not about religious difference but about placing the student needs as the priority for the Service.

C: The following is my normal practice in such a situation:

There is no prohibition in the use of the Institute Quiet Room. Students of all faiths and none have access to and use the facility for prayer, talks and Society Meetings and those with no religious affiliation, for quiet reflection and time apart. As stated on a number of occasions the Institute Quiet Room is a facility for staff and students. Requests for the use of the Quiet Room for personal or group usage must come from students or staff

members and the Institute does not deal with requests from any outside bodies or individuals.

The Institute stated very clearly during the Workplace Relations Commission Adjudication Hearing of 25/6/19, that the Institute has no objection people applying in the normal manner to book a room for use through the normal Institute booking facility. These details have been provided to you

D: In reply to your request for information (Section 6 of Form ES.1):

(You can select answer D.1 or answer D.2, or you can use both:)

D.1: I am replying below to your question(s) number(s): 1-4 *(please fill in numbers)*

1. As previously outlined in the Workplace Relations Commission Adjudication Hearing of 25/6/2019 the Pastoral Care service (formerly Chaplaincy) provides pastoral support to students and facilitates religious and non-religious ceremonies on request by students.
2. The pastoral care service is inclusive of all students irrespective of their religious beliefs or non-religious beliefs
3. You complained to the Workplace Relations Commission on 17/9/19 contending that you were discriminated against on religious grounds. The Workplace Relations Commission found that the facts were not established to infer discrimination and your complaint was not well founded Adjudication Ref ADJ-00016879
4. The Pastoral Care service is inclusive of all students irrespective of their religious beliefs or non-religious beliefs

D.2 I am not replying to any of your questions/ to question(s) number(s)..... *(please strike out/complete as applicable)*

My reasons for not replying are as follows: *(optional)*

(Continue on separate sheet if needed)

E : I wish to make the following additional comments: (optional)

F. (If you are using a representative, (solicitor, trade or business organisation, or other) please give their contact details below:)

Respondent's Representative

Name:	Gerald O' Driscoll
Address:	Human Resource Manager, Dundalk Institute of Technology, Dublin Road , Dundalk, Co. Louth.
Phone number:	042 9370221
Fax or email:	

Signature of Respondent / Representative:

....18th February, 2020

Date:

.....



Tel: 353 42 9370200
Fax: 353 42 9370201
Web: www.dkit.ie
E-Mail: reception@dkit.ie
E-Mail: first.surname@dkit.ie

19th February 2020

John Hamill
Church of the Flying Spaghetti Monster in Ireland



Dear Mr Hamill

Further to your letter dated 6th February 2020, please refer to my letter dated 3rd February which outlines the process for room bookings in the Institute. This process was also outlined to you at the WRC Adjudication Hearing on 25/06/2019.

You may enquire about room bookings by sending an email to venuehire@dkit.ie.

Regards.

Linda Murphy
Academic Administration &
Student Affairs Manager



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From: John Hamill [REDACTED]
Subject: Re: Request for Records Under Freedom of Information Act, 2014
Date: 10 March 2020 at 12:56
To: Freedom of Information foi@dkit.ie



Many thanks, Loretto.
John.

On 10 Mar 2020, at 12:36, Freedom of Information <foi@dkit.ie> wrote:

Dear John
Please find enclosed letter of reply and associated documentation to your recent request noted as Reference FOI 213.

Kind regards

Loretto

Loretto Gaughran
Freedom of Information Officer
Data Protection Office
Tel – 042 93 70222

-----Original Message-----

From: John Hamill [REDACTED]
Sent: Monday 24 February 2020 09:54
To: Freedom of Information <foi@dkit.ie>
Subject: Re: Request for Records Under Freedom of Information Act, 2014

That's great. Many thanks, Loretto.
John.

On 24 Feb 2020, at 09:50, Freedom of Information <foi@dkit.ie> wrote:

Dear Mr Hamill
Thank you for your recent FOI request. Please find attached herewith, formal acknowledgement letter.

Kind regards
Loretto Gaughran

Loretto Gaughran
Freedom of Information Officer
Data Protection Office
Tel – 042 93 70222

-----Original Message-----

From: John Hamill [REDACTED]
Sent: Thursday 20 February 2020 12:45
To: Freedom of Information <foi@dkit.ie>
Subject: Request for Records Under Freedom of Information Act, 2014

Dear Madam or Sir,

I have been informed by Mr Gerald O'Driscoll that what was formerly the Chaplaincy at the institute, has now become the Pastoral Care Center, such that instead of the Chaplain the institute now provides a Pastoral Care Coordinator. As such, I would now like to make a formal request for access to records under the Freedom Of Information Act, 2014. In accordance with Section 12 of the Act 2014, I am requesting access to the following non-personal information from your records:

1.
All records, communications and meeting minutes discussing the change from Chaplain to Pastoral Care Coordinator and the reasons for this change.

2.

All records, communications and meeting minutes discussing the role of the new Pastoral Care Coordinator and how it will

differ from the role of the Chaplain, including any new policies to be applied or changes in existing policy.

At the time of writing, the Chaplaincy web page for the institute still refers to Fr Paddy Rushe as the Chaplain. As such, I assume that the change from a Chaplain to a Pastoral Care Coordinator is quite a recent one and there hasn't yet been time to update the web site. Commensurately, there cannot be many records to search in order to obtain the records sought above. Specifically, electronic searches for the term "Pastoral Care" should quickly and easily yield all relevant records.

Under the terms of the Freedom of Information Act 2014, I will look forward to your detailed response to these requests within four weeks of the date of this letter.

Yours Sincerely,
John Hamill.

A rectangular area containing a black and white cross-hatch pattern, used to redact the sender's signature.

<Ack letter to FOI Ref 213 John Hamill.docx>

<Appendix 1.pdf><Reply letter.doc>

From: Linda Murphy
Sent: Monday 9 March 2020 17:00
To: Freedom of Information
Subject: RE: Request for Records Under Freedom of Information Act, 2014
Attachments: Pastoral Care Co-ordinator Job Specification and Requirements 2019.docx; Tender Specification 2016.docx

Dear Loretto

Regarding the request for information please find attached the Pastoral Care Co-ordinator job specification which formed part of the tender for service last summer.

I have also included the job specification from the previous tender in 2016. I do not have any minutes of meetings in relation to the minor changes to the job specifications but these will be evident from the comparison.

~~In 2016 the successful tenderer was the Roman Catholic Diocese. Religious denomination was not a requirement of the tender process.~~

If you need any further information please do not hesitate to contact me.

Regards.

Linda Murphy
Bainisteoir um Riarachán Acadúil
agus Gnóthaí na Mac Léinn
Academic Administration &
Student Affairs Manager

T. +353 42 9370207 Ext. 2207 E. linda.murphy@dkit.ie W. www.dkit.ie

-----Original Message-----

From: Freedom of Information <foi@dkit.ie>
Sent: Monday 24 February 2020 09:56
To: Linda Murphy <linda.murphy@dkit.ie>
Subject: FW: Request for Records Under Freedom of Information Act, 2014

Dear Linda

Please find attached below, FOI request as received from Mr J Hamill. I attach the usual Decision Making letter and costings/time template.

When you've had a chance to review, if you wish to discuss, please just give me a call.

All the best for the moment.

Kind regards
Loretto

Dundalk Institute of Technology

Tender for Chaplaincy Service

Background – DkIT wishes to procure a Chaplaincy Service to provide welfare type support for students. The service will support students in the transition to college life and provide ongoing support for international students.

Principal Duties and Responsibilities:

- Provide pastoral care and support to students and staff.
- Provide ongoing support for students living away from home, particularly international students, including working with the International Office to develop events especially during holiday times.
- Provide welfare type support to students registered with the Disability Office, providing practical supports to facilitate their transition to third level
- Provide support in conjunction with the Student Counselling Service to the college community in the case of death of a student or staff member.
- Support students and their families during and after bereavement.
- Support students in the aftermath of getting bad news, arranging transport etc.
- Follow through on student home, hospital, court and other visits.
- Work closely with Community Garda and the Students Union to ensure students are safe and secure and that they appreciate the responsibilities of renting and living in the local community.
- Work with the Student Services, Students Union and community agencies to develop events that support students.
- Support for students regarding issues around delayed/non advancement (academic).
- Assist in the administration of the Student Assistance and Hardship Funds.
- Support students to connect with local religious and non-religious communities.
- Provide spiritual direction for students and staff encompassing all religions, beliefs and creeds
- Participate in the IT Chaplains Association and the Chaplains Network @ Third Level meetings and training events.
- Carry out other such duties as directed that may arise from time to time

The appointee will report to the Academic Administration & Student Affairs Manager, working as part of the Student Services Team.

Skills and Qualifications required

- Excellent interpersonal, facilitation and communication skills.
- Experience in working with students and staff in pastoral situations. Have a capacity to respond, intervene and be present at times of trauma, crisis, illness and grief affecting students and staff.
- Work closely with Student Services to co-ordinate particular areas of practical support offered to students on a flexible basis, often out-of-hours.
- A minimum of two year's recent experience in chaplaincy/pastoral care work is essential. The post holder should have an Honours Degree Qualification and should ideally hold a Pastoral Care qualification.

Appendix 1: Requirements and Specifications

Background – Dundalk Institute of Technology wishes to procure a Pastoral Care Co-ordinator to lead the delivery and development of pastoral care for students. The Pastoral Care Co-ordinator will work as part of the Student Services Team and report to the Academic Administration & Student Affairs Manager.

Principal Duties:

The Pastoral Care Co-ordinator will be required to carry out a range of duties including, but not limited to, the following:

- Deliver a personal support service to all students, providing support by way of pastoral, spiritual or practical care.
- Advise and refer students to other welfare and support services available on campus
- Provide ongoing support for students living away from home, particularly international students, including working with the International Office to develop events especially during holiday times.
- Provide ongoing support to students registered with the disability office, providing practical supports to facilitate their transition to third level
- Provide support in conjunction with the Student Counselling Service to the Institute community in the case of death of a student or staff member.
- Support students and their families at times of distress/crisis.
- Work closely with the Community Garda and the Students Union to ensure students are safe and they appreciate the responsibilities of renting and living in the local community.
- Work with Student Services, Students Union and community agencies to develop events that support students.
- Support students regarding issues around delayed/non-advancement (academic)
- Support students to connect with local religious and non-religious communities.
- Assist in the administration of the Student Assistance and Hardship Funds.
- Participate in the Institute of Technology Chaplains Association and the Chaplains Network@Third Level meetings and training events.
- Contribute to the planning and development of the Pastoral Care Service and of Student Services
- Develop plans for the delivery of appropriate workshops for students
- Maintain and update the website for the Service, ensuring accurate and timely publication of relevant information for students and staff
- Maintain appropriate records of all Pastoral Care activities to report and provide information on the Service
- Maintain up-to-date knowledge on best practice in relation to the delivery of support services to students in the third level educational setting.
- Carry out such duties as directed that may arise from time to time.

Skills and Qualifications required:

- Excellent interpersonal, facilitation and communication skills.
- Experience in working with students in pastoral situations. Have a capacity to respond, intervene and be present at times of trauma, crisis, illness and grief, affecting students and staff.
- Work closely with Student Services to co-ordinate particular areas of practical support offered to students on a flexible basis, often out-of-hours.
- A minimum of two years recent experience in pastoral care work is essential. Post-holder should have a relevant Honours Degree or hold as Pastoral Care qualification.