

# DUBLIN CITY INTER-NON-FAITH FORUM

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**Parties:** Mr John Hamill  
Dublin City Inter Non-Faith Forum

v

Ms Hazel Chu  
Former Lord Mayor, Dublin City Council

**Issue:** Equal Status Act  
ADJ-00033467  
CA-00044223

**Date:** 22nd October 2022

**Location:** Remote Hearing

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## Information for Remote Hearing:

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**Complainant:**

Mr John Hamill  
Church of the Flying Spaghetti Monster in Ireland

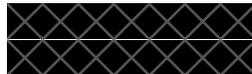


**Attendees:**

Mr Gary Kavanagh  
Journalist



Mr Martin Boers  
Church of Naturalism



**Participation:**

Mr Kavanagh

Gary Kavanagh is an Irish journalist who has written in the past about issues relevant to this Hearing.

Mr Boers

The Respondent has referred to events arranged to facilitate religious citizens, based on the idea that “*diversity is to be celebrated*” and the importance of “*enforcement when it comes to discrimination*”. Martin Boers can summarise how important it is to include philosophical naturalism within concepts of diversity, and the impacts of excluding such perspectives.

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## 1. Introduction

### 1.1

This case relates to direct discrimination on the religion ground by Ms Hazel Chu. Mr Hamill was treated less favourably than others, because others have a religious belief whereas Mr Hamill has not. Specifically, Ms Chu allocated public resources associated with the Lord Mayor's Garden to religious people who were members of faith groups, while denying similar public resources to Mr Hamill because he is not religious and is a member of a non-faith group.

### 1.2

The Dublin City Inter-Non-Faith Forum (DCINF Forum) is a body comprised of a number of non-faith groups with members in Dublin. The DCINF Forum supports the human right to the freedom of religion, including the formation of public policy that is neutral with respect to those of all faiths and none. The Charter of the DCINF Forum is included in Appendix 1.

### 1.3

Ms Chu allocated public resources to faith-based groups in late 2020, at which time Mr Hamill requested that similar resources should be allocated to him and his colleagues in the DCINF Forum. For several months, Ms Chu continued to treat Mr Hamill less favourably by refusing to allocate public resources to him in a similar way, despite many written requests. In mid-2021 after Ms Chu finally confirmed that she would not allocate any public resources in the form of the Lord Mayor's Garden to Mr Hamill and his colleagues at the DCINF Forum, she proceeded to allocate these resources again to additional religious groups such as St Andrew's Resource Center within the Roman Catholic Archdiocese of Dublin.

### 1.4

If Mr Hamill had religious beliefs and been a member of the faith groups supported by Ms Chu, he could have benefited from the allocation of public resources by Ms Chu. The reason why Mr Hamill was treated less favourably by being denied these public resources, was that he has no religious belief and was a member of a non-faith group.

## 2. Narrative

### 2.1

On 10th December 2020, the Lord Mayor of Dublin engaged in a Twitter discussion with someone called Michael Farrelly. Mr Hamill does not know Michael Farrelly and merely observed this interaction on the public Twitter platform. The context was that as Lord Mayor, Ms Chu had arranged for a series of different religious groups to hold services in the Lord Mayor's garden over a period of seven days. Michael Farrelly asked that the Lord Mayor might "*invite people of no faith too*".

In response, the Lord Mayor decided not to invite anyone of no faith to her series of events but merely that she would refer to "*all faith and none*". A policy of allocating public resources to those of religious faith while merely paying lip service to those of no faith, represents less favourable treatment of those with no religious belief.

Appendix 2 includes this Twitter exchange and also includes a letter signed by Mr Hamill on 10th December 2020, which was sent to the Lord Mayor on behalf of the DCINF Forum.

## 2.2

The 10th December 2020 letter, to which Mr Hamill was a signatory, referred to the seven days of “*Rewind 2020*” events that had been advertised by the Lord Mayor. These events in the Mansion House were designed to facilitate religious groups in marking the celebrations that they had missed during the pandemic restrictions. Along with his colleagues in the DCINF Forum, Mr Hamill indicated that non-religious groups had also missed out on their own gatherings for the same reasons, and he requested that similar events could be arranged at the Mansion House for non-religious groups. In order to help facilitate this, he provided a copy of the DCINF Forum Charter to indicate the type of topics that the proposed events might mention. Unfortunately, this correspondence was ignored.

## 2.3

On 29th December 2020, Mr Hamill was a signatory on a subsequent letter from the DCINF Forum to the Lord Mayor of Dublin. This correspondence announced that a new non-religious organisation had become a member of the group. The letter also proposed that the DCINF Forum would include a donation to a charity to be nominated by the Lord Mayor, as part of the events proposed. In addition, Mr Hamill indicated that he would still like to arrange some events in the New Year, even if it was not possible to arrange events before Christmas. Unfortunately, this correspondence was ignored. This letter is included in Appendix 2.

## 2.4

On 15th January 2021, now 5 weeks after the first letter had been delivered by registered post with still no response, Mr Hamill sent an ES1 Form and a blank ES2 Form to the Lord Mayor of Dublin. The date of the discrimination described within that ES1 Form was 31st December 2020. Within this correspondence Mr Hamill described how non-faith groups were being treated less favourably than faith-based groups.

Specifically, the Office of the Lord Mayor responded immediately to requests from the Dublin City Interfaith Forum (DCIF) for “*Rewind 2020*” events with religious groups, while the same Office ignored similar requests for similar events with non-religious groups such as the DCINF Forum. For example, the first time that the DCIF wrote an email to the Office of the Lord Mayor about arranging “*Rewind 2020*” religious events, they received a response describing that as “*a lovely idea*” within 30 minutes. In contrast, the DCINF Forum had been ignored for more than 30 days.

## 2.5

The ES1 Form provided by Mr Hamill asked whether Ms Chu would treat the application from the DCINF Forum in the same way that she treated the application from the DCIF. That is, if a proposed event with the DCIF would be a “*lovely idea*” then why would an event with the DCINF Forum be any less “*lovely*”? The ES1 Form is included in Appendix 3.

## 2.6

The email exchange that arranged the seven days of “*Rewind 2020*” events, between the DCIF and the Office of the Lord Mayor, is included in Appendix 3. Within the email response from the Office of the Lord Mayor to the DCIF, it is important to note that from the moment this event was proposed the pandemic restrictions were already an issue. That is, in arranging the “*Rewind 2020*” events the Office of the Lord Mayor at all times made provisional bookings that were subject to change depending on the evolving pandemic restrictions.

## 2.7

On 15th February 2021, the Lord Mayor responded using an ES2 Form. The only explanation offered for the discriminatory behaviour was *"the extremely busy run up to the Christmas period"*. Of course, this does not explain why the same Lord Mayor's Office was able to respond promptly to faith bodies during the same extremely busy period. The ES2 Form also referring to the priorities of the Lord Mayor as including *"integration"*. In fact, the DCIF represents less than one third of the religious groups registered in the greater Dublin area. In addition, the most recent Census shows that Dublin is the least religious county in the entire country, with more than 18% of the population reporting that they adhere no religion at all. Facilitating a small number of religious denominations while excluding those of other faiths and those of no faith at all, is not promoting *"integration"* but rather advancing religious discrimination.

For example, members of the Alliance of Former Muslims in Ireland (who are part of the DCINF Forum) have experienced all of the same racism and discrimination as many believing Muslims have experienced. In addition to this abhorrent treatment, they have also experienced oppression and persecution by believing Muslims in Ireland, based on the Islamic teachings against apostasy. This includes teachings that have been promoted by some of the Muslim groups that are included within the Dublin City Interfaith Forum.

The policy of Ms Chu was to support those who preach against apostasy within the Muslim community, leading to the abuse of former Muslims in Ireland, up to and including the threat of physical violence against many ex-Muslims within the Direct Provision system. At the same time, the policy of Ms Chu was to exclude the Alliance of Former Muslims in Ireland from events within public spaces, compounding the faith-based ostracisation that their members experience in Dublin on a daily basis.

The ES2 Form is included in Appendix 3.

## 2.8

On 16th February 2021, Mr Hamill was a signatory on a subsequent letter from the DCINF Forum to the Lord Mayor of Dublin. That correspondence explained the problems with the ES2 Form. For example, whereas the position of Ms Chu was that *"Events at the Mansion House are set up at the discretion and agreement of the incumbent Lord Mayor"*, the letter explained that this discretion is not absolute. That is, it is not within the discretion of the Lord Mayor to enforce policies such as, *"no black people allowed in the Mansion House"* or else *"no Jews allowed in the Mansion House"*. Similarly, it is not within the discretion of the Lord Mayor to treat those of no faith less favourably than the religious. This letter also suggested a new date for our proposed event during March.

The 16th February 2021 letter is included in Appendix 4.

## 2.9

On 17th February 2021, the Office of the Lord Mayor sent a letter referring the correspondence to the Dublin City Council Law Office, and on 4th March 2020 a letter was received from that Law Office. That correspondence responded on the basis that Mr Hamill had *"made a complaint"* about the DCIF event that took place in December of 2020. In fact, Mr Hamill was a signatory to a letter that stated, *"We the undersigned would like to congratulate you on arranging the Rewind 2020 gatherings ... This is indeed a worthy initiative that reflects well on your office"*. The correspondence from the Office of the Lord Mayor and the Dublin City Council Law Office, is included in Appendix 4.

## 2.10

On 8th March 2021 Mr Hamill was a signatory on a subsequent letter from the DCINF Forum to the Lord Mayor of Dublin, which was also copied to the Dublin City Council Law Office. Whereas the letter from the Law Office stated that Mr Hamill had “*made a complaint*” about a DCIF event, he pointed out that he had explicitly congratulated the Lord Mayor on the “*Rewind 2020*” events for members of the DCIF. Mr Hamill’s request had been merely that the Lord Mayor might make public resources available to those of all faiths and none, rather than restricting those resources exclusively to citizens who hold religious beliefs.

Moreover, Mr Hamill’s correspondence again compared the treatment of his non-faith group to the treatment of an equivalent faith group. On 26th November 2020, the Office of the Lord Mayor wrote to the DCIF proposing an event on 8th December 2020, while qualifying this suggestion by stating that, “*we will have to await the announcement tomorrow regarding restrictions and any change in the number of people that can gather outside*”. Of course, it is perfectly possible to make provisional arrangements on the understanding that they may need to change according to any subsequent government announcement. Mr Hamill therefore suggested a new date for the proposed event after the Level 5 restriction period ended. In doing so, Mr Hamill explained that he understood that this plan would be subject to any new government announcements with respect to further restrictions on the number of people who may gather outside.

Mr Hamill further explained that the Lord Mayor’s Office had a longstanding track record in terms of treating the non-religious less favourably. As just a few examples:

- In 2016, the Lord Mayor’s Office supported an event to promote the DCIF Charter. There was no equivalent support for any non-faith groups.
- In 2017, the Lord Mayor’s Office supported a conference arranged by the DCIF to promote the contribution of religious faith to civil society. There was no equivalent support for any non-faith groups.
- In 2018, the Lord Mayor’s Office supported a “Five Marks” event arranged by the DCIF to promote understanding of interfaith ideas. There was no equivalent support for any non-faith groups.
- In 2019, the Lord Mayor’s Office continued supporting, “MEASC – A Festival of Culture, Faith and Community”, which is an annual function arranged by the DCIF. There was no equivalent support for any non-faith groups.

Many other similar examples could be included, such as the policy meetings held by Ms Chu with church leaders, whereas no equivalent meetings were held with those opposed to faith-based policy formation. In addition, WRC Adjudication Reference ADJ-00016391 refers to a complaint previously made by Atheist Ireland against the Lord Mayor’s Office. The context of that case related to a DCIF banner that was manufactured and erected at public expense, and supported by the Lord Mayor’s Office. Atheist Ireland had sought support for an equivalent banner that would refer to non-faith perspectives and the Lord Mayor’s Office refused to facilitate that request. The complaint was not upheld because a prolonged series of correspondence on the issues resulted in the complaint running out of time.

During that case, it was argued by the Lord Mayor’s Office that Atheist Ireland was treated less favourably than the DCIF because Atheist Ireland is just one group and not a forum of different organisations. It was suggested that if a forum of non-faith groups were to make a similar application to the DCIF then that non-faith forum would be treated equally.

Moreover, it was also argued that discrimination cannot arise when all religious denominations are treated equally. While this position is consistent with the behaviour of the Lord Mayor's Office over many years, it neglects the fact that treating different faiths equally can still involve discriminating against those with no faith. This correspondence from Mr Hamill is included in Appendix 4, along with the ES2 Form from the case with WRC Adjudication Reference ADJ-00016391.

#### 2.11

On 23rd March 2021, the Lord Mayor wrote to Mr Hamill and the other members of the DCINF Forum, indicating that his request would not be facilitated due to the pandemic restrictions. This correspondence is included in Appendix 4.

#### 2.12

On 26th April 2021, Mr Hamill was a signatory on a subsequent letter from the DCINF Forum to the Lord Mayor of Dublin, which referred to the comments of the Taoiseach about lifting the pandemic restrictions during the summer. That letter proposed a non-faith event in the Lord Mayor's garden on 1st June 2021. This correspondence is included in Appendix 4.

#### 2.13

On 10th May 2021, Ms Chu wrote to Mr Hamill indicating that she would not be facilitating his request and offering no explanatory reason. This correspondence stated that she was "*not considering any requests from external parties at present for use of the Lord Mayor's Garden*", despite the fact that the ES2 Form had stated that "*all are welcome to make an application*".

At the time that this letter was written, there were no pandemic restrictions in place on garden gatherings, and that had been known since a government announcement on 29th April 2021. This correspondence is included in Appendix 4, along with the 29th April 2021 government announcement that restrictions on garden gatherings would be lifted from 10th May 2021.

#### 2.14

On 11th May 2021, Mr Hamill was a signatory on a subsequent letter from the DCINF Forum to the Lord Mayor of Dublin, which indicated that as of that date there were no further pandemic restrictions limiting the use of the Lord Mayor's Garden. Mr Hamill reiterated his request for an event on 1st June 2021. Unfortunately, this letter was ignored but it is included in Appendix 4.

#### 2.15

On 12th May 2021, just two days after Ms Chu had written to Mr Hamill informing him that she was "*not considering any requests from external parties at present for use of the Lord Mayor's Garden*", she contacted the Dublin City Volunteer Center to invite them to use the Lord Mayor's Garden. Whereas time could not be found for 3 people from the DCINF Forum, the invitation to the Dublin City Volunteer Center was for 80 people and included catering, a photographer and arrangements for a press release.

It is worth noting that Ms Chu was uncertain whether 80 people could be found to fill the places she was making available, while at the same time she was telling just 3 people from the DCINF Forum that she was not considering the use of the Lord Mayor's Garden by any external parties. These emails are included in Appendix 5.

## 2.16

The Dublin City Volunteer Center is a very praiseworthy organisation, which is well known to work closely with local churches. For example, Appendix 5 includes examples of their events that host the “*Young Christian Workers*” and events that take place in St Patrick’s Cathedral, such that they are advertised in parish newsletters.

## 2.17

On or before 19th May 2021, Ms Chu also contacted St Andrew’s Resource Center and invited 10 people from that organisation at the Lord Mayor’s Garden for tea. St Andrew’s Resource Center is part of the Roman Catholic Archdiocese of Dublin, which appoints its priests to the Board. St Andrew’s provides a range of services, including a live stream of Roman Catholic Mass from the parish. Details of the Board at St Andrew’s Resource Center and the Lord Mayor’s invitation to that body, are included in Appendix 6.

## 2.18

On 19th May 2021, Mr Hamill submitted a ES3 Form and that document is included in Appendix 7.

## **3. Less Favourable Treatment**

### 3.1

Mr Hamill believes that he was treated less favourably in the provision of publicly-funded services by Ms Chu in the following ways:

- The Office of the Lord Mayor responded immediately to requests from the Dublin City Interfaith Forum (DCIF) for “*Rewind 2020*” events with religious groups, while the same Office ignored similar requests for similar events with non-religious groups like Mr Hamill’s. For example, the first time that the DCIF wrote an email to the Office of the Lord Mayor about arranging “*Rewind 2020*” religious events, they received a response describing that as “*a lovely idea*” within 30 minutes. In contrast, the DCINF Forum has been ignored for more than 30 days.
- The Lord Mayor arranged for access to the Mansion House grounds for religious groups, while neglecting to arrange similar access for any non-religious groups like Mr Hamill’s. The Lord Mayor attended events with religious groups while neglecting to attend any events with non-religious groups like Mr Hamill’s.
- The Lord Mayor reviewed and issued press releases from religious groups and provided comments into those press release supporting those religious groups, while neglecting to offer such support for any non-religious groups like Mr Hamill’s.
- The Lord Mayor arranged for the Dublin City Council logo to appear on a poster created by religious groups, while neglecting to provide similar support to non-religious groups like Mr Hamill’s.
- The Office of the Lord Mayor provided for scheduling assistance, arranged for the purchase of flowers, photographers, catering, and instructed staff to provide furniture for religious groups, while offering no such support to non-religious groups like Mr Hamill’s.

In general terms, when the DCIF requested support from the Lord Mayor, they were immediately provided with extensive publicly-funded support, including the facilitation of events at the Mansion House at which the Lord Mayor participated. In contrast, when the DCINF Forum requested equivalent support for equivalent events, this was refused. Moreover, this behaviour of the Lord Mayor’s office is part of a longstanding track record of offering public funds to faith groups, while refusing similar support to non-faith groups. For

these reasons, Mr Hamill believe that he has been treated less fairly than others, because he has no religious beliefs.

### 3.2

Appendix 8 includes an article published in The Irish Times on the 18th August 2021. It describes how Ms Chu's successor was the first ever Lord Mayor of Dublin to meet with Atheist Ireland after her inauguration. Every previous Lord Mayor of Dublin, up to and including Ms Chu, met only with the leaders of the mainstream religions in the city. It was open to Ms Chu to meet with people of no faith upon her inauguration, in the same way that she met with religious leaders. She opted not to do that. It was open to Ms Chu to facilitate those of no faith in the Lord Mayor's Garden in the same way that she facilitated religious groups. She opted not to do that. In this way she treated Mr Hamill less favourably than the religious leaders who she invited to the Lord Mayor's Garden, because those religious leaders have religious belief whereas Mr Hamill does not.

## **4. Conclusion**

### 4.1

Mr Hamill submits that Ms Chu treated him less favourably than others, because others have religious beliefs and Mr Hamill does not. In order to demonstrate this, Mr Hamill has described how he and his non faith group was treated less favourably than religious comparators, such as the DCIF. Moreover, Mr Hamill has also demonstrated that in attempting to explain this less favourable treatment, Ms Chu was aware of her obligation to treat the non-religious with full equality but in fact made materially false statements to Mr Hamill in order to avoid that obligation. That is, Ms Chu wrote to Mr Hamill on 10th May 2021 stating that she was *"not considering any requests for external parties at present for use of the Lord Mayor's Garden"*. In fact, just days later Ms Chu was considering requests for dozens of people from external religious parties to use the Lord Mayor's Garden. This is notwithstanding the fact that by this time, Mr Hamill had sent 6 letters by registered post over the previous 6 months requesting attendance to at a non-religious *"Rewind 2020"* event in the Lord Mayor's Garden.

### 4.2

Section 38(A) of the Act deals with the burden of proof and states that where *"in any proceedings facts are established by or on behalf of a person from which it may be presumed that prohibited conduct has occurred in relation to him or her, it is for the respondent to prove the contrary"*.

It is submitted that a prima facie case of discrimination has been demonstrated and that the burden of proof should shift to Ms Chu to rebut this claim on the balance of probabilities. Specifically, it is submitted that it should be for Ms Chu to prove that the less favourable treatment applied to Mr Hamill, is based on fair and objective set of criteria, which are consistently applied to those of all faiths and none.

Signed 19th september 2022:

  
Mr John Hamill.

# Appendix 1

# DUBLIN CITY INTER-NON-FAITH FORUM CHARTER

**We, as representatives of our respective non-faith groups including our Dublin-based adherents, and as members of the Dublin City Inter-Non-Faith Forum, commit to the following aims:**

- We commit to supporting the human right to the freedom of religion and belief, including the freedom from religion and the freedom to practice our non-faith beliefs during gatherings of our adherents.
- We dedicate ourselves to opposing religious discrimination, including discrimination against both religious minorities and the non-religious.
- We promote the formation of secular public policy, which does not display a preference for either religion or atheism, but instead remains neutral.
- We share an opposition to the promotion of atheism by public bodies, to exactly the same degree as we oppose the promotion of religious faith by public bodies.
- We encourage public representatives to make non-faith based and evidence based decisions, instead of relying on faith, on authority, on divine intervention or on the supernatural.
- We focus on allowing young people to enjoy the human right to the freedom of thought, without religious indoctrination by public bodies.
- We develop an appreciation that public bodies should serve those of all faiths and none with equality, without privileging either the religious or the non-religious.
- We create conditions whereby both religious and non-religious Dubliners, can feel equally valued and respected by public bodies.

**Having committed to this charter, the we will continue to insist on the need for secular public bodies to serve a pluralist population, since only neutral public bodies can equally serve the interests of Dubliners from all faiths and none.**

# Appendix 2



**Hazel Chu** @hazechu · Dec 9

Fighting discrimination was 2nd of my 3 goals this year. We need enforcement when it comes to discrimination but we also need promotion that diversity is to be celebrated. It's why celebrating different faiths is essential & I'm delighted to host them over 7 days in the garden.



16

32

545



**Michael farrelly**  
@oilyslick1

Replying to @hazechu

I have no problem with this but I hope you invite people of no faith too. Probably the majority in Ireland currently

2:42 AM · Dec 10, 2020 · Twitter for iPad



**Hazel Chu** @hazechu · Dec 10

Replying to @oilyslick1

Hi Michael, I emphasised all faith and none.

1



5



**Michael farrelly** @oilyslick1 · Dec 10

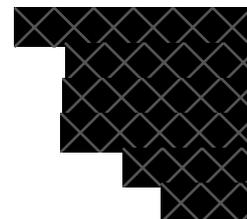
Fair enough, thanks for the reply Hazel



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# DUBLIN CITY INTER-NON-FAITH FORUM



10th December 2020

**Attn:** Lord Mayor of Dublin  
Mansion House,  
Dawson Street,  
Dublin 2,  
D02 AF30,  
Ireland.

## Re: Celebration of Missed Festivals

Dear Ms Chu,

We the undersigned would like to congratulate you on arranging the Rewind 2020 gatherings. We join you in welcoming *“a forum where everyone could celebrate Christmas as much as possible ... and at the same time all the other faiths”*. This is indeed a worthy initiative that reflects very well on your office.

Moreover, we would also like to inform you that we have formed the *“Dublin City Inter-Non-Faith Forum”*. As the inaugural members, both the Church of the Flying Spaghetti Monster in Ireland and the Church of Naturalism in Ireland are non-religious groups, who anticipate welcoming other non-religious groups into our forum in the near future. I have attached our Charter, which all members of the DCINF Forum will sign.

We would like to formally request that identical arrangements should be made in the Lord Mayor’s Garden to those for Rewind 2020, in order to facilitate non-religious celebrations. As I’m sure you understand, the non-religious in Dublin have been subject to the same restrictions as those that the religious have endured. The members of our non-religious forum are just as committed to our celebrations and events as religious groups are.

Consistent with the Equal Status Act, I’m sure you would not countenance any less favourable treatment of non-religious Dubliners, as compared with religious Dubliners. As such, we will look forward to hearing from you shortly with regard to the arrangements for some non-religious events, on mutually convenient dates.

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Martin Boers, Church of Naturalism

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John Hamill, Church of the Flying Spaghetti Monster



# RL762069890IE

[Track again](#)

Current status: **We delivered your post**

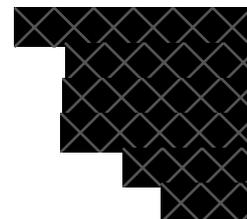
## Item history



**RL762069890IE**

- 14 December 2020 08:35  
**We delivered your post**
- 14 December 2020 07:14  
**Your post is out for delivery**
- 14 December 2020 00:12  
**We have your post and are getting it ready for delivery**
- 11 December 2020 20:44  
**Your delivery has been sorted in** DUBLIN MAIL CENTRE, DUBLIN 12
- 11 December 2020 20:27  
**We have your delivery in** DUBLIN MAIL CENTRE, DUBLIN 12
- 11 December 2020 15:04  
**Your delivery has been sorted in** CASTLEBLAYNEY, CO MONAGHAN
- 11 December 2020 14:05  
**Your post was accepted in** CASTLEBLAYNEY, CO MONAGHAN

# DUBLIN CITY INTER-NON-FAITH FORUM



29th December 2020

**Attn:** Lord Mayor of Dublin  
Mansion House,  
Dawson Street,  
Dublin 2,  
D02 AF30,  
Ireland.

## Re: Celebration of Missed Festivals

Dear Ms Chu,

We refer to our previous correspondence to you dated 10th December 2020. It is now more than two weeks since that letter was delivered to you by registered post on 14th December 2020. It is a shame that it has not been possible to arrange some “*Rewind 2020*” events for our non-religious groups before the holiday period, but we will look forward to doing that in the New Year.

In that regard, we would like to bring two further issues to your attention:

1. The Alliance of Former Muslims of Ireland has now joined the Dublin City Inter-Non-Faith Forum, by accepting our Charter. Just as we are sure that you would not seek to support faith-based groups in the city while discriminating against our non-faith based groups; we are also certain that you will not seek to support Muslim groups while discriminating against those who have left Islam.
2. As part of the events we are planning, we would like to include a charitable donation to a worthy organisation of your choice. At your convenience, we would be grateful if you could nominate a charity to which we will make a “*Rewind 2020*” donation from the Dublin City Inter-Non-Faith Forum.

We will look forward to hearing from you shortly.

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Martin Boers  
Church of Naturalism

Kareem Muhssin  
Alliance of Former Muslims

John Hamill  
Church of the Flying Spaghetti Monster



**RL815466201IE**

- 31 December 2020 09:24  
**We delivered your post**
- 31 December 2020 02:24  
**We have your post and are getting it ready for delivery**
- 31 December 2020 00:39  
**Your delivery has been sorted in** DUBLIN MAIL CENTRE, DUBLIN 12
- 30 December 2020 17:31  
**Your delivery has been sorted in** CASTLEBLAYNEY, CO MONAGHAN
- 30 December 2020 16:06  
**Your post was accepted in** CASTLEBLAYNEY, CO MONAGHAN



## Return your online shopping

Click & Post, the hassle free service to return your online shopping to retailers in Ireland and the UK.

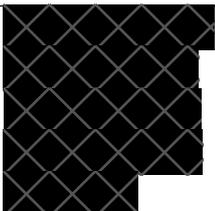
[Click & Post returns](#) →

# Appendix 3

## 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)*

<b>Name:</b>	John Hamill
<b>Address:</b>	

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

<b>Name:</b>	Ms Hazel Chu
<b>Address:</b>	Mansion House Dawson Street Dublin 2 D02 AF30

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

**X** 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:** 31<sup>st</sup> December 2021

**Time:** N/A

**Other details:**

On 10<sup>th</sup> December 2020, I was a signatory to a letter from the Dublin City Inter Non-Faith Forum (DCINF Forum) to the Lord Mayor of Dublin. Our group of non-religious organisations in Dublin had noticed the “*Rewind 2020*” events advertised by the Lord Mayor. These events in the Mansion House were designed to facilitate religious groups in marking the celebrations that they had missed during the pandemic restrictions. Along with my colleagues in the DCINF Forum, I indicated that non-religious groups had also missed out on our own gatherings for the same reasons, and we requested that similar events could be arranged at the Mansion House for non-religious groups. In order to help facilitate this, we provided a copy of our Charter to indicate the type of topics that our proposed events might mention.

This correspondence was delivered by registered post on 14<sup>th</sup> December 2020. Unfortunately, it was ignored.

On 29<sup>th</sup> December 2020, I was a signatory on a subsequent letter from the DCINF Forum to the Lord Mayor of Dublin. This correspondence announced that a new non-religious organisation that had become a member of our group. We also proposed that the DCINF Forum would include a donation to a charity to be nominated by the Lord Mayor, as part of the events we were proposing. In addition, we indicated that we would still like to arrange

some events in the New Year, even if it was not possible to arrange events before Christmas.

This correspondence was delivered by registered post on 31<sup>st</sup> December 2020. Unfortunately, it was ignored.

**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)*

I believe that the Lord Mayor has treated me less favourably than others because others have religious beliefs, whereas I have none. Specifically, I was treated less favourably in the provision of services by the Lord Mayor in the following ways:

1. The Office of the Lord Mayor responded immediately to requests from the Dublin City Interfaith Forum (DCIF) for “Rewind 2020” events with religious groups, while the same Office ignored similar requests for similar events with non-religious groups like mine. For example, the first time that the DCIF wrote an email to the Office of the Lord Mayor about arranging “Rewind 2020” religious events, they received a response describing that as “a lovely idea” within 30

minutes. In contrast, the DCINF Forum has been ignored for more than 30 days.

2. The Lord Mayor arranged for access to the Mansion House grounds for religious groups, while neglecting to arrange similar access for any non-religious groups like mine. The Lord Mayor attended events with religious groups while neglecting to attend any events with non-religious groups like mine.
3. The Lord Mayor reviewed a press release from religious groups and provided a comment into that press release supporting those religious groups, while neglecting to offer such support for any non-religious groups like mine.
4. The Lord Mayor arranged for the Dublin City Council logo to appear on a poster created by religious groups, while neglecting to provide similar support to non-religious groups like mine.
5. The Office of the Lord Mayor provided for scheduling assistance, arranged for the purchase of flowers, and instructed staff to provide furniture for religious groups, while offering no such support to non-religious groups like mine.

6. The Lord Mayor issued a press release about “*Rewind 2020*” and listed the religious groups that she was supporting, while declining to support any non-religious groups like mine. The Office of the Lord Mayor arranged for those same religious groups to be promoted through social media channels, while neglecting to support any non-religious groups in this way. The Lord Mayor included in her press release a comment from the DCIF, while neglecting to provide similar support to the members of the DCINF Forum, such as myself.

In general terms, when the DCIF requested support from the Lord Mayor, they were immediately provided with extensive public-funded support, including the facilitation of events at the Mansion House at which the Lord Mayor participated. In contrast, when the DCINF Forum requested equivalent support for equivalent events, we were studiously ignored. For these reasons and more, I believe that I have been treated less fairly than others, because I have no religious beliefs.

**5. Please reply explaining why you treated me as you did. ↓**

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:**

1. In the comment you provided for inclusion in the DCIF press release you stated that, *"I want to make sure we celebrate all faiths and communities"*. Does this include non-religious communities or is it limited only to religious communities?
2. Why have you treated the DCINF Forum so differently from the DCIF?
3. Why have you studiously ignored all correspondence from the DCINF Forum, while during the very same period of time, your Office was engaged in prolonged communications with the DCIF about the various publicly-funded supports you were arranging for the DCIF?
4. Why does DCIF correspondence receive immediate replies from your office with offers of extensive support, while equivalent DCINF Forum correspondence during exactly the same time period is totally ignored?
5. **Will you ensure that your Office provides exactly the same publicly-funded supports, facilities and promotional services to the DCINF Forum as you have already provided to the DCIF? If not, why not?**

**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.**

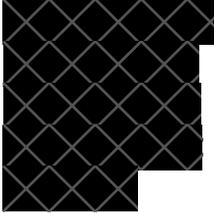
**Please send your reply to me at the address written below.**

**Signature of Complainant (or their representative):**

.....

**Date:** 15<sup>th</sup> January 2021

**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](http://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.

## Update on International Mail to and from Ireland



[Further details here](#) →



# RL781736769IE

[Track again](#)

Current status: **We delivered your post**

### Item history



**RL781736769IE**

- 05 February 2021 08:27  
**We delivered your post**
- 05 February 2021 02:00  
**We have your post and are getting it ready for delivery**
- 04 February 2021 23:34  
**Your delivery has been sorted** DUBLIN MAIL CENTRE, DUBLIN 12
- 04 February 2021 20:28  
**We have your delivery** DUBLIN MAIL CENTRE, DUBLIN 12
- 04 February 2021 17:30  
**Your delivery has been sorted** CASTLEBLAYNEY, CO MONAGHAN
- 04 February 2021 15:35

lordmayor@dublincity.ie

---

**From:** lordmayor@dublincity.ie  
**Sent:** Thursday 26 November 2020 15:20  
**To:** 'adrian@dcif.ie'  
**Subject:** RE: Follow up with Lord Mayor

Dear Adrian

Thank you for your e-mail which I will bring to the Lord Mayor's attention.

I will pass on your letter of thanks.

We received an e-mail from [redacted] on 19<sup>th</sup> November and will discuss with the Lord Mayor.

In relation to the mini-celebrations, the Lord Mayor discussed these with me yesterday and I'm back in the office tomorrow and will discuss further with her. It sounds like a lovely idea. From speaking to the Lord Mayor she was thinking that the first event would be on 8<sup>th</sup> December – the IFA Live Animal Crib opens that morning and she would like that to be the opening event of the various Christmas related events at the Mansion House. She also indicated to me that she would like these mini-celebrations to be held at lunchtime in the Lord Mayor's Garden and again I will chat to her tomorrow and confirm. One other thing is we will have to await the announcement tomorrow regarding restrictions and any change in the number of people that can gather outside – we will be abiding by all numbers outlined by the Government and would ask that this is very carefully monitored and abided by. Those involved should be clearly advised of the maximum that can attend.

I'll chat to you again tomorrow hopefully,

Thanks  
Fanchea

Fanchea Gibson  
Office of the Lord Mayor of Dublin  
The Mansion House | Dawson Street | Dublin 2

01 222 6200 | [lordmayor@dublincity.ie](mailto:lordmayor@dublincity.ie) |

**From:** adrian@dcif.ie  
**Sent:** 26 November 2020 14:58  
**To:** lordmayor@dublincity.ie  
**Subject:** Re: Follow up with Lord Mayor

Dear Edel,

I trust this email finds you well.

First of all, a big word of thanks to Lord Mayor for attending and offering an excellent presentation at Cities, Faith & Community Forum last week, please note letter attached from CFCF!

Second, I wonder if you would mind following up on email from [redacted]

# REWIND 2020

A series of Interfaith gatherings to mark religious festivals we missed during 2020

**LORD MAYOR'S GARDEN (BESIDE MANSION HOUSE)**

**08-14 DEC 2020**

**1:00 PM TO 1:30 PM**



Kindly follow all Government guidelines in relation to COVID-19 restrictions and Registration is compulsory for all attendees.



Events will be streamed live on social media

[www.facebook.com/dublincityinterfaithforum](https://www.facebook.com/dublincityinterfaithforum) [Youtube Channel: Dublin City Interfaith Forum](#)



Baha'i



Buddhist



Catholic



Hindu



Islam



Jewish



Orthodox



Protestant



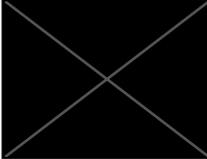
Sikh



Comhairle Cathrach  
Bhaile Átha Cliath  
Dublin City Council

An Roinn Dlí  
Law Department  
Oifigi na Cathrach, An Ché Adhmaid, Baile Átha Cliath 8 DX 1019 Na Ceithre Cúirteanna  
Civic Offices, Wood Quay, Dublin 8 DX 1019 Four Courts  
P:2223220 E:edel.bradley@dublincity.ie

Mr. John Hamill



15 February 2021

My Ref: EB/CED001/0199

**Re: John Hamill**  
WRC – Equal Status Act

Dear Mr Hamill,

Please find enclosed Form ES2 –Reply to Notification received on the 5<sup>th</sup> February 2021.

Yours faithfully,

Yvonne C. Kelly  
Acting Law Agent

When telephoning please ask for: **Edel Bradley**  
Direct Dial No: 2223220  
E-mail: edel.bradley@dublincity.ie

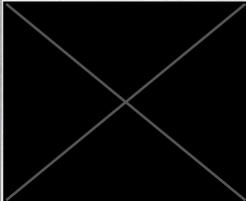
**The Equal Status Acts 2000 - 2015  
REPLY TO NOTIFICATION**

**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)

<b>Name:</b>	Dublin City Council
<b>Address:</b>	Civic Offices, Wood Quay Dublin 8

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

<b>Name:</b>	John Hamill
<b>Address:</b>	

I acknowledge receipt on the (give date)

5<sup>th</sup> February 2021 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 (give date(s)) in December 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 of the 10<sup>th</sup> December 2020 was received by the Lord Mayor's office on the 14<sup>th</sup> December 2020. Due to an oversight given the extremely busy run up to the Christmas period your letter was not acknowledged which is regrettable and for which we apologise. Unfortunately, despite several searches your letter of the 29<sup>th</sup> December 2020 which you note was delivered on the 31<sup>st</sup> December 2020 has not been located. The Mansion House as the private resident of the Lord Mayor would not have had staff on site during this period.

The use of the Mansion House and Garden is a decision for the Lord Mayor of the day and every year there is a different focus on the use of both. The present Lord Mayor Hazel Chu has noted that one of the priorities of her term in office is integration. The Lord Mayor had a meeting with the Dublin City Interfaith Group on the 18<sup>th</sup> November 2020 where the Lord Mayor was asked about holding events to mark the celebrations and festivals missed due to the present public health crisis. The Lord Mayor agreed to the request and the Garden of the Mansion House was used to hold these events which then formed part of the Mansion House at Christmas series of events.

While noting that your correspondence was not acknowledged, it would also not have been possible to deal with any request given the time of year it was received and as no further events were planned for 2020. In this regard given the continuation of the public health crisis there will be an impact on any events in 2021 which will have to adhere to the guidelines.

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

The Lord Mayor Hazel Chu was asked by the Dublin City Interfaith Forum to assist and to work with them to hold these events and agreed to do so. It is a matter for the

Lord Mayor of the day to identify groups that they wish to work with during their term of office and this changes from year to year.

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

Every Lord Mayor is supported by office staff. Once a Lord Mayor agrees to work with a group this is followed up by the staff of the Lord Mayor's office who deal with the strict protocols in place for attendance and the insurance cover required. The use of the Mansion House and the Mansion House Garden are at the discretion of the Lord Mayor of the day particularly as this is their private residence.

**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- 5 *(please fill in numbers)*

D.1 This particular series of events was in conjunction with the Dublin City Interfaith Forum and the faiths who are members of this forum.

D.2 This particular series of events was agreed to by the Lord Mayor following a request from the Dublin City Interfaith Forum at a meeting on the 18<sup>th</sup> November 2020. The letter received from you dated the 10<sup>th</sup> December 2020 was after this date and in this letter you advised of your new forum.

D.3 Firstly, our sincere apologies that your letter of the 10<sup>th</sup> December 2020 advising of your new forum and enclosing a copy of your new charter was not acknowledged and secondly we acknowledge receipt of your letter and your charter. The correspondence with the Dublin City Interfaith Forum emanated from the agreement with the Lord Mayor in relation to the events that had been agreed.

D.4 The immediacy of correspondence with the Dublin City Interfaith Forum was in relation to the events that had been agreed and the correspondence that ensued was in relation to the organisation of same.

D.5 Events in the Mansion House are set up at the discretion and the agreement of the incumbent Lord Mayor as the Mansion House is their official residence. A Lord Mayor receives invitations and requests from many organisations and groups throughout their term in office and all are welcome to make an application. The Lord Mayor works to facilitate as many as possible and particularly those that may be part of their agenda during their term in office.

(Continue on separate sheet if needed)

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:	Dublin City Council
Address:	Civic Offices, Wood Quay Dublin 8
Phone number:	01 222000
Fax or email:	law@dublincity.ie

Signature of Respondent / Representative:

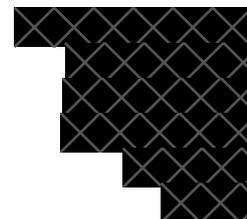
*Dublin City Council*  
.....  
*Jane Kelly*

Date:

15<sup>th</sup> February 2021

# Appendix 4

# DUBLIN CITY INTER-NON-FAITH FORUM



16th February 2021

**Attn:** Lord Mayor of Dublin  
Mansion House,  
Dawson Street,  
Dublin 2,  
D02 AF30,  
Ireland.

## Re: Celebration of Missed Festivals

Dear Ms Chu,

We refer to your ES2 Form, dated 15th February 2021. Unfortunately, we must inform you that this correspondence is entirely unsatisfactory, as it fails to adequately address any of the questions that we had asked.

The only explanation offered for your discriminatory behaviour and the sectarian manner in which you have allocated the public resources under your control, is *“the extremely busy run up to the Christmas period”*. Of course, this does not explain in any way why your office was able to respond promptly to faith bodies managed by your Roman Catholic co-religionists during the same period. It seems that extremely busy periods only present problems for you when correspondence arrives from secular bodies, and no such difficulties apply to religious bodies during exactly the same period.

Moreover in our letter to you dated 10th December 2020, we clearly stated that *“we will look forward to hearing from you shortly with regard to the arrangements for some non-religious events, on mutually convenient dates”*. That is, if it was more convenient for you to arrange dates after *“the extremely busy run up to the Christmas period”*, then of course this would have been acceptable for us. However, you continued to ignore our correspondence for the first six weeks of 2021, until you received an ES1 Form that referred to the possibility of a legal claim. Consequently, your reliance on the pressures of *“the extremely busy run up to the Christmas period”* to explain your discriminatory behaviour, seem entirely pretextual. The content of your ES2 Form does not begin to explain the less favourable treatment of our non-faith group, as compared to the facilitation you offered to a faith-based group.

In fact, the content of your ES2 Form piles insult upon injury by referring to your priorities as including *“integration”*. The Dublin City Interfaith Forum represents less than one

third of the religious groups registered in the greater Dublin area<sup>1</sup>. In addition, the most recent Census shows that Dublin is the least religious county in the entire country<sup>2</sup>, with more than 18% of the population reporting that they adhere no religion at all. As such, by facilitating a small number of religious denominations while excluding those of other faiths and those of no faith at all, you are not promoting “integration” but rather advancing sectarianism and religious discrimination.

For example, members of the Alliance of Former Muslims in Ireland have experienced all of the same racism and discrimination as believing Muslims have experienced. In addition to this abhorrent treatment, they have also experienced oppression and persecution by believing Muslims in Ireland, based on the Islamic teachings against apostasy. This includes teachings that have been promoted by some of the Muslim groups that are included within the Dublin City Interfaith Forum. Your policy appears to support those who preach against apostasy within the Muslim community, leading to the abuse of former Muslims in Ireland, up to and including the threat of physical violence against many ex-Muslims within the Direct Provision system<sup>3</sup>. At the same time, your policy is to exclude the Alliance of Former Muslims in Ireland, compounding the faith-based ostracisation that their members experience in Dublin on a daily basis. It is grossly insulting that you would behave in this manner while describing your policy as one that promotes “integration”.

We have attached herein, our correspondence dated 29th December 2020, along with the associated delivery receipt. This letter proposes that we should arrange some “Rewind 2020” events for our non-religious groups in early 2021. We would like to reiterate that suggestion now, and propose that we should find a date during March when the pandemic restrictions have been relaxed. We would also like to reiterate our request that you should nominate a charity to which we will make a donation from the Dublin City Inter-Non-Faith Forum, as part of our planned “Rewind 2020” ceremony.

Whereas you have mentioned that “the use of the Mansion House and the Mansion House Garden are at the discretion of the Lord Mayor”, we are certain you will agree that the Lord Mayor does not enjoy the discretion to allocate public resources to faith groups only, while treating those with no faith less favourably. We will look forward to hearing from you shortly.

Yours Sincerely,

---

Martin Boers  
Church of Naturalism

Kareem Muhssin  
Alliance of Former Muslims

John Hamill  
Church of the Flying Spaghetti Monster

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<sup>1</sup> <https://assets.gov.ie/41379/ff5a0d44a4f0473b9c937b367ca45a60.pdf>

<sup>2</sup> <https://www.cso.ie/en/releasesandpublications/ep/p-cp8iter/p8iter/p8rrc/>

<sup>3</sup> <https://allianceofformermuslims.com/islamism-in-ireland/#testimonies>

International Mail effected to and from Ireland due to weather conditions.



[Further details here](#) →



# RL829016511IE

[Track again](#)

Current status: **We delivered your post**

## Item history



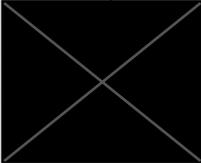
**RL829016511IE**

- 17 February 2021 09:00  
**We delivered your post**
- 17 February 2021 07:58  
**Your post is out for delivery**
- 17 February 2021 00:14  
**We have your post and are getting it ready for delivery**
- 16 February 2021 20:37  
**Your delivery has been sorted** DUBLIN MAIL CENTRE, DUBLIN 12
- 16 February 2021 17:21  
**Your delivery has been sorted** CASTLEBLAYNEY, CO MONAGHAN
- 16 February 2021 16:27



Ardmhéara Bhaile Átha Cliath  
Lord Mayor of Dublin  
**Hazel Chu**

Dublin City Inter-Non-Faith Forum



17<sup>th</sup> February 2021

Dear Mr Boers, Mr. Muhssin and Mr. Hamill

I acknowledge receipt of your letter dated 16<sup>th</sup> February 2021 and copy of letter dated 29<sup>th</sup> December 2020.

I have forwarded it to Dublin City Council's Law Department who are dealing with this Equal Status Act Notification.

Kind Regards

Fanchea Gibson  
Office of the Lord Mayor of Dublin

*Teach an Ardmhéara, Sráid Dásain, Baile Átha Cliath 2, D02 AF30, Éire.  
Mansion House, Dawson Street, Dublin 2, D02 AF30, Ireland.  
T. 222 6200 E. [lordmayor@dublincity.ie](mailto:lordmayor@dublincity.ie)*



Comhairle Cathrach  
Bhaile Átha Cliath  
Dublin City Council

An Roinn Dlí  
Oifigí na Cathrach, An Ché Adhmaid, Baile Átha Cliath 8 DX 1019 Na Ceithre Cúirteanna  
Law Department

Civic Offices, Wood Quay, Dublin 8 DX 1019 Four Courts  
P:2223220 E:edel.bradley@dublincity.ie

PRIVATE AND CONFIDENTIAL  
**Dublin City Inter Non-Faith Forum**



4<sup>th</sup> March 2021

My Ref: EB / CED001/0199

**Re: Equal Status Act**

Dear Sirs,

Your letter of the 16<sup>th</sup> February 2021 has been forwarded to me. I note that your letter is in response to Form ES2 sent to you on the 15<sup>th</sup> February 2021.

You seem to have made a complaint in relation to an event that had been arranged with the Dublin Interfaith Forum prior to the inception of your own forum. You have received an apology for the failure to respond to your correspondence of the 10<sup>th</sup> December 2020 which was sent during the run up to Christmas period as noted by you. The city council accepts that there was a failure to acknowledge your letter and has now acknowledged receipt of your letter and your charter that was enclosed with your letter.

The correspondence with the Dublin Interfaith Forum by email was in relation to the organisation of an event that had been agreed to by the Lord Mayor on the 18<sup>th</sup> November 2020.

Your original letter of the 29<sup>th</sup> December 2020 has not been located. I note that you have provided a notice of delivery from An Post. As there is no signature, unfortunately it cannot assist the enquiries being made for the original letter which it noted as being delivered on the 31<sup>st</sup> December 2020. As advised previously, as this was within the holiday period there were no office staff working in the Lord Mayor's office in the Mansion House and it was at that time strictly a private residence.

All communities and groups are welcome to make an application to the Lord Mayor for the use of the Mansion House and Lord Mayor's Garden or to send an invitation to the Lord Mayor to attend an event that they are organising be it charitable, cultural, recreational or otherwise. In the present public health crisis there are no events being planned in line with government guidelines. The Lord Mayor's office provides details of any online events and this is accessible through social media.

In relation to your kind offer to make a charitable donation I would clarify that the Lord Mayor does not ask for donations as a pre-requisite for the use of the Mansion House or the Lord Mayor's Garden.

I trust that this assists with the concerns raised by you.

All correspondence must be addressed to the Law Agent  
Yvonne C. Kelly - Acting Law Agent  
Mairead Cashman - Acting Assistant Law Agent, Samantha Gill - Acting Assistant Law Agent

Ceannoifig, Oifigí na Cathrach, An Ché Adhmaid, Bhaile Átha Cliath 8, Éire  
Head Office, Civic Offices, Wood Quay, Dublin 8, Ireland

T. 01 222 2222 W. [www.dublincity.ie](http://www.dublincity.ie)

 Comhairle Cathrach  
Bhaile Átha Cliath  
Dublin City Council

Yvonne C. Kelly

Yvonne C. Kelly  
Acting Law Agent

When telephoning please ask for:

**Edel Bradley**

Direct Dial No: 2223220

E:mail: [edel.bradley@dublincity.ie](mailto:edel.bradley@dublincity.ie)

All correspondence must be addressed to the Law Agent.

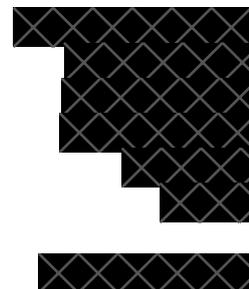
Yvonne C. Kelly - Acting Law Agent

Mairéad Cashman - Acting Assistant Law Agent; Samantha Gill - Acting Assistant Law Agent

Ceannofíóg, Oifigí na Cathrach, An Ché Adhmaid, Bhaile Átha Cliath 8, Éire  
Head Office, Civic Offices, Wood Quay, Dublin 8, Ireland

T 01 222 2222 W [www.dublincity.ie](http://www.dublincity.ie)

# DUBLIN CITY INTER-NON-FAITH FORUM



**Attn:** Lord Mayor of Dublin  
Mansion House,  
Dawson Street,  
Dublin 2,  
D02 AF30,  
Ireland.

**CC:** Ms Yvonne C Kelly

## **Re: Celebration of Missed Festivals**

Dear Ms Chu,

We refer to the correspondence from your office dated 4th March 2021, and we have also provided a copy of this letter to your colleague, Ms Kelly. **The correspondence from your office states that we “made a complaint” about a DCIF event. This is not true. In fact, we explicitly congratulated you on your “Rewind 2020” events for members of the DCIF.** Our request was merely that you might make public resources available to those of all faiths and none, rather than restricting those resources exclusively to citizens who hold religious beliefs.

The letter from your Office also informed us that “... *groups are welcome to make an application to the Lord Mayor for the use of the Mansion House and the Lord Mayor’s Garden*”. In fact, we have already made three such applications by registered post (on 10th December 2020, on 29th December 2020 and on 16th February 2021). Each of these applications was signed as received by your Office. It appears that when formally submitting an application as you have described, faith groups can receive a positive response from your Office within 30 minutes, while a blind eye may be turned to applications from non-faith groups.

**On 26th November 2020, your Office wrote to the DCIF proposing an event on 8th December 2020, while qualifying this suggestion by stating that, “we will have to await the announcement tomorrow regarding restrictions and any change in the number of people that can gather outside”. Of course, it is perfectly possible to make provisional arrangements on the understanding that they may need to change according to any subsequent government announcement. We would like to suggest that we should plan our event for Wednesday 14th April at lunchtime in the Lord Mayor’s Garden, after the**

current Level 5 restriction period will have ended. In doing so, we understand that this plan would be subject to any new government announcements with respect to further restrictions on the number of people who may gather outside.

Were you to facilitate such provisional planning in the case of faith groups, while denying provisional plans to non-faith groups, then this would represent less favourable treatment of those with no religious beliefs. Moreover, we should also note that your Office already has a longstanding track record in this regard. As just a few examples:

- In 2016, your Office supported an event to promote the DCIF Charter. There was no equivalent support for any non-faith groups.
- In 2017, your Office supported a conference arranged by the DCIF to promote the contribution of religious faith to civil society. There was no equivalent support for any non-faith groups.
- In 2018, your Office supported a “Five Marks” event arranged by the DCIF to promote understanding of interfaith ideas. There was no equivalent support for any non-faith groups.
- In 2019, your Office continued supporting, “MEASC – A Festival of Culture, Faith and Community”, which is an annual function arranged by the DCIF. There was no equivalent support for any non-faith groups.

In addition, WRC Adjudication Reference ADJ-00016391 refers to a complaint previously made by Atheist Ireland against your Office. The context of that case related to a DCIF banner that was manufactured and erected at public expense, and supported by your Office. Atheist Ireland had sought support for an equivalent banner that would refer to non-faith perspectives and your Office refused to facilitate that request. The complaint was not upheld because a prolonged series of correspondence on the issues resulted in the complaint running out of time.

Your office has a well established record over many years of repeatedly supporting DCIF events using public resources, while at the same time refusing to provide similar facilitation for any non-faith groups. With respect to your “Rewind 2020” events, on three previous occasions we have requested in writing that you include our non-faith group within those publicly funded events. As we stated in our letter of 10th December 2020 and within our subsequent correspondence, “we will look forward to hearing from you shortly with regard to the arrangements for some non-religious events, on mutually convenient dates”. Now, we formally request for the fourth time that you should make the Lord Mayor’s Garden available to us for our “Rewind 2020” events, on exactly the same basis that you have facilitated the DCIF. We do not intend to repeat this request for a fifth time.

Yours Sincerely,

---

Martin Boers  
Church of Naturalism

---

Kareem Muhssin  
Alliance of Former Muslims

---

John Hamill  
Church of the Flying Spaghetti Monster



**RL829016689IE**

- 09 March 2021 07:23  
**We delivered your post**
- 09 March 2021 04:14  
**We have your post and are getting it ready for delivery**
- 09 March 2021 00:17  
**Your delivery has been sorted** DUBLIN MAIL CENTRE, DUBLIN 12
- 08 March 2021 15:15  
**Your delivery has been sorted** CASTLEBLAYNEY, CO MONAGHAN
- 08 March 2021 10:39  
**Your post was accepted in** CASTLEBLAYNEY, CO MONAGHAN



## International Sending Update

If you receive a despatch notification for an item you have sent Internationally please continue to track this item with the International Postal Carrier.

**Find a postal carrier** →



ALL

**GENERAL**

GENERAL

EVENTS

10.09.2020

VACANCIES

NEWS ARCHIVE

CHURCH REVIEW

GALLERY

## Lord Mayor of Dublin Visits the Archbishop



Dublin's Lord Mayor, Hazel Chu, paid a visit to Archbishop Michael Jackson yesterday to discuss ways they can work together on various projects. The new Lord Mayor was elected to office in June and this was her first time to officially meet the Archbishop.

Among the issues they discussed were the priorities the Lord Mayor has in the areas of housing, inclusion and the environment. They also talked about the ways in which the city is coping with the impact of Covid-19.

**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)

<b>Name:</b>	<b>Dublin City Council</b>
<b>Address:</b>	<b>Civic Offices, Wood Quay, Dublin 7</b>

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

<b>Name:</b>	<b>Kelvin O'Connor</b>
<b>Address:</b>	

I acknowledge receipt on the 28<sup>th</sup> March 2017 of your notification claiming that you were treated unlawfully under the Equal Status Acts.  
I note that you say the unlawful treatment took place in August 2017 .

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

**The following is what happened from my point of view:**

The Dublin City Interfaith Forum (DCIF) is a network of people from the different Faith Communities in the city of Dublin. It aims to create awareness and dialogue through building relationships that nurture harmony, and deepen understanding and respect.

DCIF works with interested members of faith communities to deliver interfaith gatherings and activities in Dublin City. Recognising the diverse nature of the backgrounds of residents of Dublin, DCIF seeks to provide the space and opportunity for Faith Communities to build relationships with and between Dublin City Communities, statutory and voluntary organisations and the residents of Dublin City.

On 20 December 2016, the then Lord Mayor of Dublin, Councillor Brendan Carr launched the newly adopted Charter of the Dublin City Interfaith Forum at a reception in the Mansion House. The Charter had been agreed and signed by representatives of the Forum. It deals with issues including religious freedom, inter-faith dialogue and the promotion of religious diversity in the city.

In consultation with staff in the Council's Social Inclusion Section Mr. Owen Keegan Chief Executive of Dublin City Council agreed to erect a banner on the front of the Civic Offices building on Wood Quay in August 2017 to promote the Charter.

The banner was reflective and consistent with the policy of Dublin City Council of social inclusion and to encourage and improve understanding of the issues of multicultural and multi race groups. It is an aim of Dublin City Council to create greater relations between different multicultural groups and the banner was erected on public policy reasons and in good faith.

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

The reason for erecting the banner was to promote the Charter and the work of the different faith groups working together on important societal issues. Mr.Keegan considered the Charter a worthwhile initiative with laudable objectives.

The banner was erected in early August 2017 and taken down again before the end of August 2017.

In erecting the banner, it was not Mr. Keegan's intention to promote any particular religious faith or faiths. For this reason, the Council's position is that the issue of discrimination does not arise. If the Council received an approach from a broadly representative inter faith group or a representative civil society group undertaking equally valuable work, consideration would be given to erecting a banner to promote the particular group's work.

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

From time to time Mr. Keegan approves the erection of banners on the front of the Civic Offices building on Wood Quay to promote campaigns/issues which the City Council is either associated with or wishes to be associated with.

**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):1,2 and 8 as follows :

1) See the responses at ( A ) and ( B ) above .

2) Dublin City Council decided to support the Dublin City Interfaith Group on the basis that it conformed to social inclusion objectives of Dublin City Council and involved better communications and relationships between multi cultural groups where social inclusion issues had arisen. The Dublin City Interfaith Forum was supported by Lord Mayor Brendan Carr through a lord mayor's initiative on the basis that it supports and facilitates a cohort of multi groups of members which have been the subject of social exclusion – which is a policy of Dublin City Council to eradicate. There was a significant variety of groups involved in the Dublin City Interfaith Forum and not just one singular group. There has been no exclusion of non-religious groups.

8) Dublin City Council has not treated secular groups less advantageously than religious groups. It is open for a broadly representative interfaith group or representative of a civic society group undertaking equally valuable work to apply to erect a banner which promotes that particular group's work of a multi group nature and consideration to erection of such a banner would take place.

D.2 I am not replying to any of your questions/ to question(s) number(s) 3, 4, 5, 6, 7 and the first number 8

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

These questions are not relevant requests for information.

(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:	Terence O'Keeffe, Law Agent
Address:	Law Department Dublin City Council Civic Offices Wood Quay, Dublin 8
Phone number:	222 3240
Fax or email:	Leonora.mullett@dublincity.ie

Signature of Respondent / Representative:

*Terence G. O'Keeffe*

Date:

*23.1 April 2018*



Ardmhéara Bhaile Átha Cliath  
Lord Mayor of Dublin  
**Hazel Chu**

Dublin City Inter Non-Faith Forum



23<sup>rd</sup> March 2021

Dear Mr Hamill, Mr Boers and Mr Muhssin

Thank you for your letter of 8<sup>th</sup> March.

You requested use of the Lord Mayor's Garden for lunchtime on Wednesday 14<sup>th</sup> April, 2021. Due to the current Covid 19 restrictions, we are not in a position to consider any requests to use either the Mansion House or the Lord Mayor's Garden at present.

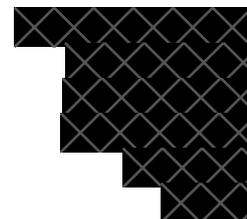
Kind Regards

---

Hazel Chu  
Lord Mayor of Dublin

*Teach an Ardmhéara, Sráid Dásain, Baile Átha Cliath 2, D02 AF30, Éire.  
Mansion House, Dawson Street, Dublin 2, D02 AF30, Ireland.  
T. 222 6200 E. [lordmayor@dublincity.ie](mailto:lordmayor@dublincity.ie)*

# DUBLIN CITY INTER-NON-FAITH FORUM



26th April 2021

**Attn:** Lord Mayor of Dublin  
Mansion House,  
Dawson Street,  
Dublin 2,  
D02 AF30,  
Ireland.

## **Re: Celebration of Missed Festivals**

Dear Ms Chu,

We refer to your letter of 23rd March 2021, within which you indicated that *“due to the current Covid 19 restrictions, we are not in a position to consider any requests to use either the Mansion House or the Lord Mayor’s Garden at present”*. As of the date of the present correspondence, outdoor heritage sites may be opened again and so we expect that you will now be able to consider our longstanding request for a non-religious *“Rewind 2020”* event in the Lord Mayor’s Garden.

Yesterday, an Taoiseach Michéal Martin said that *“outdoor will be the theme for the summer”*. As such, even though outdoor heritage sites such as the Lord Mayor’s Garden may already open again from today, out of an abundance of caution we propose to plan our non-religious event at lunchtime on Tuesday 1st June. We will need no more than an hour. There will only be three participants in our proposed event and we’ll be happy to provide you and your staff a full description of the event content and agenda in advance.

On 26th November 2020, your Office wrote to the DCIF proposing an event on 8th December 2020, while qualifying this suggestion by stating that, *“we will have to await the announcement tomorrow regarding restrictions and any change in the number of people that can gather outside”*. Of course, it is perfectly possible to make provisional arrangements on the understanding that they may need to change according to any subsequent government announcement. Were you to facilitate such provisional planning in the case of faith groups, while denying provisional plans to non-faith groups, then this would represent less favourable treatment of those with no religious beliefs.

There is absolutely no reason why you cannot now facilitate provisional planning for our proposed event this coming summer. As such, we anticipate that you will be able to

provide a prompt response initiating such planning, in exactly the same manner that your Office has already facilitated for the DCIF. We look forward to hearing from you shortly.

Yours Sincerely,

---

Martin Boers  
Church of Naturalism

Kareem Muhssin  
Alliance of Former Muslims

John Hamill  
Church of the Flying Spaghetti Monster

## International Delays



[Further details here](#) →



# RL803141242IE

[Track again](#)

Current status: **We delivered your post**

## Item history



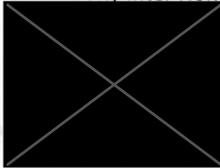
**RL803141242IE**

- 27 April 2021 09:10  
**We delivered your post**
- 27 April 2021 07:48  
**Your post is out for delivery**
- 27 April 2021 01:54  
**We have your post and are getting it ready for delivery**
- 26 April 2021 23:45  
**Your delivery has been sorted** DUBLIN MAIL CENTRE, DUBLIN 12
- 26 April 2021 15:04  
**Your delivery has been sorted** CASTLEBLAYNEY, CO MONAGHAN
- 26 April 2021 14:10



Ardmhéara Bhaile Átha Cliath  
Lord Mayor of Dublin  
**Hazel Chu**

Dublin City Inter Non-Faith Forum



10<sup>th</sup> May 2021

Dear Mr Hamill, Mr Boers and Mr Muhssin

Thank you for your letter of 26<sup>th</sup> April.

You proposed you use the Lord Mayor's Garden lunchtime on Tuesday 1<sup>st</sup> June, 2021.

I am not considering any requests from external parties at present for the use of the Lord Mayor's Garden. I advise that you contact the new Lord Mayor of Dublin following their election on 28<sup>th</sup> June, 2021.

Kind Regards

Hazel Chu  
Lord Mayor of Dublin

*Teach an Ardmhéara, Sráid Dásain, Baile Átha Cliath 2, D02 AF30, Éire.  
Mansion House, Dawson Street, Dublin 2, D02 AF30, Ireland.  
T. 222 6200 E. [lordmayor@dublincity.ie](mailto:lordmayor@dublincity.ie)*

## A notice about cookies

This website uses cookies to collect information about how you use this site. This information is used to make the website work as well as possible.

More details available in the gov.ie cookie policy (</en/help/privacy-policy/?section=cookies>) and privacy policy (</en/help/privacy-policy/>).

[Allow all](#)
[Set preferences](#)

## Press release

# New public health measures announced: The Path Ahead

From [Department of the Taoiseach](/en/organisation/department-of-the-taoiseach/) (</en/organisation/department-of-the-taoiseach/>)

Published on 29 April 2021

Last updated on 29 June 2021

1. Your quick guide to the changes
2. What you can do in May
3. What you can do in June (subject to the public health situation at the time)
4. Next steps

## Part of

Campaigns

COVID-19 (Coronavirus)

[\(/en/campaigns/c36c85-covid-19-coronavirus/\)](/en/campaigns/c36c85-covid-19-coronavirus/)

## Your quick guide to the changes

### From 4 May

Activity	Guidance
Construction	All construction can restart
Outdoor workers	Workers who work outdoors (for example: window cleaning, maintenance work) can return to work

### From 10 May

Activity	Guidance
Travel	You can travel between counties in Ireland
Visitors to your garden	Maximum of 3 households or 6 people from any number of households
Outdoor gatherings	Maximum 15 people

## Share



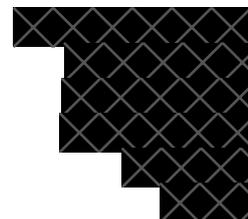
(mailto:example@example.com?  
subject=New public health  
measures announced: The Path  
Ahead;body=http://www.gov.ie/en/press-  
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health-measures-announced-the-  
path-ahead/?  
referrer=http://www.gov.ie/en/press-  
release/81029-government-  
announces-phased-easing-of-  
public-health-restrictions/)

Email

(mailto:example@example.com?  
subject=New public health  
measures announced: The Path  
Ahead;body=http://www.gov.ie/en/press-  
release/0bd80-new-public-  
health-measures-announced-the-  
path-ahead/?  
referrer=http://www.gov.ie/en/press-  
release/81029-government-  
announces-phased-easing-of-  
public-health-restrictions/)

Email

# DUBLIN CITY INTER-NON-FAITH FORUM



11th May 2021

**Attn:** Lord Mayor of Dublin  
Mansion House,  
Dawson Street,  
Dublin 2,  
D02 AF30,  
Ireland.

## Re: Celebration of Missed Festivals

Dear Ms Chu,

We refer again to your letter of 23rd March 2021, within which you indicated that *“due to the current Covid 19 restrictions, we are not in a position to consider any requests to use either the Mansion House or the Lord Mayor’s Garden at present”*. **As of the date of the present correspondence, no Covid 19 restrictions apply to the use of the Lord Mayor’s Garden, which would prohibit our proposed “Rewind 2020” event.** On 26th April 2021 we wrote to you proposing to plan our non-religious event for lunchtime on Tuesday 1st June.

We note again that your Office has already treated our group much less favourably than the DCIF, since you immediately provided the DCIF with a provisional date even while Covid 19 restrictions were in place. Now that all relevant restrictions have been lifted, we will look forward to hearing the arrangements that you will make for our event during the first week of June.

Yours Sincerely,

---

Martin Boers  
Church of Naturalism

---

Kareem Muhssin  
Alliance of Former Muslims

---

John Hamill  
Church of the Flying Spaghetti Monster

## International Delays



[Further details here](#) →

# RL817978530IE

[Track again](#)

Current status: **We delivered your post**

## Item history



- 12 May 2021 08:45**  
**We delivered your post**
- 12 May 2021 07:30  
**Your post is out for delivery**
- 12 May 2021 00:09  
**We have your post and are getting it ready for delivery**
- 11 May 2021 21:17  
**Your delivery has been sorted** DUBLIN MAIL CENTRE, DUBLIN 12
- 11 May 2021 15:16  
**Your delivery has been sorted** CASTLEBLAYNEY, CO MONAGHAN
- 11 May 2021 13:50

# Appendix 5

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**From:** Hazel Chu  
**Sent:** Thursday 13 May 2021 12:48  
**To:** [REDACTED]; Hazel Chu Lord Mayor email  
**Subject:** Afternoon Tea  
Hi [REDACTED],

Good to speak to you yesterday. I've cced the office here. As said we have two tea sessions a day. One at 12pm and one at 2pm, Monday to Thursday. 10 people per session.

I know you want all of next week since it's National Volunteers week. Do you think you can fill 80 people?

Once you know let the office know here. Since its already a Thursday now it would be good to know if you have the numbers ro fill the 4 day week to start on Monday or should we start on a Tuesday. Let us know.

Best  
Hazel



*Lord Mayor's Afternoon Tea for volunteers  
at the Mansion House*



Hosted by Lord Mayor Hazel Chu

----- Original message -----

From: [lordmayor@dublincity.ie](mailto:lordmayor@dublincity.ie)

Date: 18/05/2021 14:58 (GMT+00:00)

To: Angela Walsh <[angela.walsh@dublincity.ie](mailto:angela.walsh@dublincity.ie)>

Subject: RE: Draft media release for Volunteer Ireland event

Hi Angela,

He'll definitely be finished up by 1pm.

There's only 10 people coming to each session of afternoon tea so he'll be well wrapped up before 1.

The Lord Mayor has approved the Press Release, however she has asked if it could be sent to [REDACTED]

[REDACTED] Dublin City Volunteers for her to add a quote also?

If she doesn't want to that's fine.

Regards,

Edel.

Edel Joy | A/Senior Staff Officer

Office of the Lord Mayor of Dublin | Mansion House | Dawson Street | Dublin 2 | D02 AF30 | Ireland

Oifig an Ard mhéara | Teach an Ard mhéara | Sráid Dásain | Baile Átha Cliath 2 | D02 AF30 | Éire

Tel: + 353 1 222 6213 | +353 87 360 6049 | E-mail: [lordmayor@dublincity.ie](mailto:lordmayor@dublincity.ie)

**From:** Angela Walsh <[angela.walsh@dublincity.ie](mailto:angela.walsh@dublincity.ie)>

**Sent:** Tuesday 18 May 2021 14:33

**To:** [lordmayor@dublincity.ie](mailto:lordmayor@dublincity.ie)

**Subject:** RE: Draft media release for Volunteer Ireland event

Hi Edel,

I've heard back from Fennell Photography and [REDACTED] (who is an excellent photographer) is available but would have to leave at 1 p.m. sharp. They're asking if there's any way it could be brought forward to say 11.45 a.m? I've told them we want him from 12 to 1 p.m. but I'm guessing that [REDACTED] knows it may run late on the day and just needs an assurance that he'll get away at 1p.m. Could you ask the Lord Mayor if they could start at 11.45 rather than be rushing at the end?

(https://volunteerdublincity.ie/)

Search

Home (https://volunteerdublincity.ie/) > Spotlight - Volunteer Information Evening

Volunteer (https://volunteerdublincity.ie/vol) Get Started

Organisation (https://volunteerdublincity.ie/org) Can I volunteer? Dublin Opportunit

# Spotlight – Volunteer Information Evening



### When is it on?

Monday the 6th of February, 2017

### What time?

6:30 pm – 8:00 pm

### Where is it on?

Carmelite Community Centre, 56 Aungier Street, Dublin 7

## Five organisations have five minutes each to recruit you.

Interested in volunteering but unsure of what options are out there? This event gives you the chance to hear from some local groups who are recruiting for volunteers now. Our team is also on hand to answer any questions you may have about volunteering.

This is a great opportunity to hear from a wide range of organisations that are actively recruiting volunteers. You can have your questions answered and find out how you can get involved. Registration is required for this event.

### Speakers:

**St. Patrick's Festival** (<http://www.stpatricksfestival.ie/>)

The festival sets out to reflect the talents and achievements of Irish people on many national and world stages, and it acts as an exciting showcase for the manifold skills of the people of Ireland, of every age and social background. Seeking Festival Volunteers in many roles (<http://volunteering.force.com/OpportunityDetail?id=a00D000000WcbcvIAB&showWrapper=true&showEmail=true>).

**One for Ireland** (<https://www.oneforeireland.ie/>)

A charity fundraising campaign, run under the Irish Youth Foundation, that aims to empower Irish people to impact their communities. Seeking Head of Technology & Design (<http://volunteering.force.com/OpportunityDetail?id=a00D000000dSUMGIA4&showWrapper=true&showEmail=true>) but also volunteers to help promote across Dublin city.

**Young Christian Workers** (<http://www.ycw.ie/>)

An international youth movement, which values the dignity and worth of each young person. It enables its members to challenge social exclusion and take action to bring about change in their home, workplace and social life. Seeking volunteers to assist in establishing and facilitating local YCW groups (<http://volunteering.force.com/OpportunityDetail?id=a00D000000dSnuqIAC&showWrapper=true&showEmail=true>) for young people.



**MOST HOLY SACRAMENT CHURCH, CHERRY ORCHARD**  
**TWENTY-SEVENTH SUNDAY 7<sup>TH</sup> OCTOBER 2018**  
**WWW.CHERRYORCHARDPARISH.COM**

**PARISH CONTACT**

Fr Michael Murtagh ..... 01 6267930  
 ..... 085 888 44 60  
 Email: [michael.murtagh@redemptorists.ie](mailto:michael.murtagh@redemptorists.ie)  
 Mr John Graham ..... 086 3721841  
 Email: [john.graham@dubindioocese.ie](mailto:john.graham@dubindioocese.ie)

**MASS TIMES**

Saturday (Vigil) ..... 7.00 pm  
 Sunday ..... 11.00 am  
 Holydays ..... 11.00 am  
**Weekdays**  
 Monday – Friday ... 10.00 am  
 (Bank Holidays ..... 11.00 am)  
**Confessions**  
 Saturday... 6.00pm - 6.30 pm  
 By request at anytime

**BAPTISMS**

**Times of Baptisms**  
 Every Saturday at 12.00 midday;  
**Booking a baptism:**  
 Two weeks notice must be given by the child's parents.  
**Godparents:**  
 Must have received Sacrament of Confirmation. Pre-Baptism meetings on the 1st and 3rd Wednesdays of each month

**SAFEGUARDING CHILDREN**

**Confidential Line:**  
 If you are concerned about the safety of children now or are still worried about something that happened in the past you are very welcome to call... **086 3721841**



You can also contact the  
**Tasha Office ... 076 6955587**  
 Or our Local Garda Station  
 ... **016667200**

**MARRIAGES**

By Request  
 3 months minimum notice must be given to Church and State  
 (See Civil Registrar of Marriage)



[www.civilregistrationservice.ie](http://www.civilregistrationservice.ie)

**COLLECTIONS**

**SUNDAY 30<sup>TH</sup> SEPTEMBER 2018**

1ST COLLECTION	€ 98.54
2ND COLLECTION	€ 81.00
FAMILY OFFERING	€ 21.80

Sincere thanks for your generosity



**POST REFERENDA**

**WHERE TO NOW FOR CATHOLIC CHURCH POST REFERENDA?**

Speaker: **Fr. Joe McDonald**

(Author: TV critic on KC Religious affairs, Gospel Preacher)



Ballyfermot Civic Building,  
 Ballyfermot Road, Dublin  
 15th October 2018 at 7.30pm **FREE ADMISSION**  
 RSVF required, as tickets are limited.

Contact: Ger - 087 785 76 49 to secure admission.  
 Ireland has Christian Faith: TRUTH or FALSE?

**LIFE TO THE FULL BOOK CLUB**

**Life to the Full (In 10:10) Book Club**  
 Thursdays in St Paul's Church, Arran Quay  
 from 7.00-8.30pm.

Join other 20 & 30 year olds to meditate, share and discuss life, faith, purpose and how to live life to the full. We read a chosen spiritual book over a few weeks and come to reflect and discuss our thoughts.

Life to the Full Book Club will resume on the 4<sup>th</sup> October.  
 For more information:  
 email: [st-pauls@dubindioocese.ie](mailto:st-pauls@dubindioocese.ie) and  
[www.facebook.com/lifetothefullbookclub](http://www.facebook.com/lifetothefullbookclub)

**FOUNDATIONAL LEADERSHIP PROGRAMME FOR YOUNG ADULTS 2018 – 2019**

Would you like to learn more about being a leader in your Church, your parish, your community?  
 We are running the Foundational Leadership Programme for Young Adults over four Saturdays (1am-3pm) from October 2018 – March 2019.  
 For more details [contactevangelisation@dubindioocese.ie](mailto:contactevangelisation@dubindioocese.ie)



**BAPTISM**

We Welcome to the Christian Community of Cherry Orchard those who were baptized recently:

- Jayce Jaxon Graham, Ballyfermot Drive
- Elsie Dee Mooney, Cloverhill Road



**BLESSING OF ANIMALS**

Cherry Orchard Church  
 Sunday 7th October @ 3pm



**GOT PET? WE BLESS!**  
 All welcome (especially snakes).  
 Certificates Presented.

**FAMILY MASS DATES FOR OCTOBER 2018**

**MOST HOLY SACRAMENT CHURCH**  
**CHERRY ORCHARD**



This year we are asking children and their families to come to our Sunday Mass with the Children & Our Choir mass.

**LOTTO**

30<sup>TH</sup> SEPTEMBER 2018



Numbers Drawn – 2, 17, 26  
**NO WINNER**  
**€25 Draw** – 1, D, Shack(24),  
 2, T, Hickey(20), 3, J, O'Connor(2),  
 4, S, McDonald(10)  
 Sellers Prize of €25 – 1, M, Lawless(12)  
 Next Weeks Jackpot: **€1265 approx**

**LOTTO**

leading the singing. The mass will not be changed significantly as in previous years.

Those making  
**First Holy Communion**  
 October 14th @ 11am  
 Those making **Confirmation**  
 October 21st @ 11am



**VOLUNTEER RECRUITMENT FAIR 2018**

Join us for the biggest volunteer recruitment event in Dublin on **Tuesday, October 16th** between **6.30-8.00pm** at **St Patrick's Cathedral**.

This FREE event will host over 30 Dublin city-based charities where information will be provided about what they do and how you can get involved.

For more information - please contact Dublin City Volunteer Centre at **01-4737482** or visit [www.volunteerdublincity.ie](http://www.volunteerdublincity.ie)



**World Youth Day Panama (January 2019)**

A number of places are still available for World Youth Day in Panama. Pastoral preparation for all pilgrims will commence later in September. More information and details for online registration are available on [www.evangelisation.ie](http://www.evangelisation.ie)



**HEADS UP**

**Heads UP**

**ARE YOU** - affected by employment issues in distress  
 - male and over 18 years of age  
 - able to participate in a 4 week programme  
 - 1 morning a week – MONDAY 1.8.15-22, OCTOBER  
**NEXT PROGRAMME STARTS:** Monday 1st October 1.0.30-2pm  
**WHERE:** Assumption Parish Centre Kylemore Road Ballyfermot  
 To reserve a place contact **David** on **01 62668088, 0873837386,**  
[doconnor@bcpartnership.ie](mailto:doconnor@bcpartnership.ie)



# Appendix 6

**From:** [REDACTED] <[REDACTED]@standrews.ie>  
**Sent:** Wednesday 19 May 2021 16:34  
**To:** [lordmayor@dublincity.ie](mailto:lordmayor@dublincity.ie)  
**Subject:** afternoon tea

Hi it's [REDACTED] from St Andrew's here.  
We would love to attend with some of our clients.  
I would like some more details please.  
My number is [REDACTED].  
Kind regards,  
[REDACTED]

**From:** [lordmayor@dublincity.ie](mailto:lordmayor@dublincity.ie) [mailto:[lordmayor@dublincity.ie](mailto:lordmayor@dublincity.ie)]  
**Sent:** Monday 24 May 2021 14:36  
**To:** [REDACTED]  
**Subject:** Afternoon Tea - Mansion House

Hi [REDACTED],

Thank you for your email.

The Lord Mayor wants the actual older people that are being supported / volunteers on the ground to be the ones attending in relation to the above event.

I am taking bookings for next Tuesday 2nd June for the 2-3pm sitting, max of 10 people per sitting.

Can you confirm that you would be able to attend along with your group as soon as you can.

Kind Regards,  
Catherine.

**Caidreamh leis na Meáin & Cumarsáid Chorporáideach**  
**Roinn an Phríomhfheidhmeannaigh, Comhairle Cathrach Bhaile Átha Cliath**  
**Bloc 3, Urlár 3, Oifigí na Cathrach, An Ché Adhmaid, Baile Átha Cliath 8**

**ST ANDREWS RESOURCE CENTRE LIMITED**

**DIRECTORS' REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 DECEMBER 2019**

ST ANDREWS RESOURCE CENTRE LIMITED  
DIRECTORS' REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2019

ST ANDREWS RESOURCE CENTRE LIMITED

COMPANY INFORMATION

<b>Directors</b>	Dolores Wilson Diarmuid McCarthy Nessan Vaughan Caoimhin O Laoi Jack Dunphy Anne Lumsden Veronica Lane Susan Menton Fr Pearse Walsh Fr Enda Cunningham
<b>Company secretary</b>	Nessan Vaughan
<b>Registered number</b>	130212
<b>Registered office</b>	114/116 Pearse Street Dublin 2
<b>Independent auditors</b>	Noone Casey 25 Herbert Place Dublin 2
<b>Bankers</b>	Bank of Ireland College Green Dublin 2  AIB Bank plc 7/12 Dame Street Dublin 2
<b>Solicitors</b>	James Connolly & Co Andrew Street Dublin 2

# St Andrew's Parish Church

Westland Row, Dublin



[Home Page](#)

[News](#)

[About Parish](#)

[Services & Sacraments](#)

[Parish Statement](#)

[Live Mass Stream](#)

## Live Mass Stream

[Live Mass Stream](#)



### PUBLIC MASSES HAVE BEEN SUSPENDED

Mass is streamed every day [Click here to view.](#)

St. Andrew's will open at other times everyday for personal prayer.

< Prev   Next >  
(0 items)

# Appendix 7



## Workplace Relations Complaint Form

### Guidance Notes for Completion of e-Complaint Form

#### *When should you use this Form?*

This complaint form should be used to make complaints to the Workplace Relations Commission in relation to alleged contraventions of employment, equality, equal status and certain industrial relations legislation.

#### *How to make a complaint?*

This is an e-Complaint Form. Simply fill in the details required and use the 'Submit' button. Your complaint will then be submitted electronically in a secure and confidential manner to the Workplace Relations Commission. See below for further details.

#### *When should this Form **not** be used?*

This Form should **not** be used when:

- 1) Appealing a decision of a Workplace Relations Commission Adjudication Officer made under employment, equality and certain industrial relations legislation ([Making an Appeal](#)),
- 2) Referring a collective dispute to the Labour Court or the Workplace Relations's Conciliation and Mediation Services ,
- 3) Seeking the enforcement of a decision or determination made under employment, equality and certain industrial relations legislation ([Seeking Enforcement](#)),
- 4) Making a referral to the Labour Court under Section 20(1) or Section 20(2) of the Industrial Relations Acts 1969 ([Labour Court](#))

### **How does the Form work?**

The processes involved in completing this Form are as follows:

- A. You will be asked to provide contact numbers, email address and certain other details for the Complainant/Employee and the Respondent/Employer,
- B. You will be asked to indicate the general area within which the complaint falls (e.g. Pay, Hours of Work, Equality, Pensions, Redundancy, Industrial Relations etc.),
- C. In respect of each of the general areas chosen, you will be asked to select the nature of the Complaint (e.g. under Pay it may be non-receipt of a payslip, failure to pay the statutory minimum rate of pay, etc.). Information Notes  are available to assist in your selection,
- D. You may be asked to provide additional details required to process certain complaints,
- E. You will then be asked to set out your complaint in your own words or, in the case of complaints alleging constructive dismissal or discrimination (employment and pensions), you will be required to make a formal statement,
- F. You will then be given information in relation to the role of Adjudication Officers or Inspectors, depending on the Workplace Relations Commission service appropriate to your complaint,
- G. You will be asked to select the service to which you wish to present your complaint,
- H. Use the 'Submit' button to send your complaint electronically to Workplace Relations Commission,
- I. You will receive a screen message to say that your complaint has been successfully submitted (this does not mean that your complaint has been successfully received by the Workplace Relations Commission),
- J. If you have provided a valid email address you will receive a notification by email that your complaint has been successfully received by the Workplace Relations Commission. This notification will also provide a Reference Number(s),
- K. If you have any additional documentation that you would like to submit with this complaint (including any documentation in support of a statement where this is required) this should be sent, citing the initial reference number (see J above) by post (or DX 271001 Carlow2) to :

**The Workplace Relations Commission  
Information and Customer Services  
O'Brien Road  
Carlow  
R93 E92O**

### ***What will happen to my Complaint?***

It should be noted that an Adjudication Officer may, at any time, dismiss a complaint if he or she is of the opinion that it is frivolous or vexatious.

Once the complaint has been registered you will receive a more detailed acknowledgement together with information on the next steps. Complaint Application and Specific Complaint Reference Numbers will also be shown on that acknowledgement which should be used in all subsequent correspondence or communications.

**Please note that in all instances where a complaint falls to be considered by a Workplace Relations Commission Adjudication Officer a copy of this form and all relevant correspondence will be copied to, and exchanged between, the parties to the complaint.**

In certain cases the Workplace Relations Commission may contact the Complainant and the Respondent with a view to attempting to encourage and facilitate both parties to resolve issues as an alternative to a formal hearing or an inspection (Mediation Service).

If one or both parties do not wish to engage in mediation or if attempts at mediation are unsuccessful, the complaint will be referred to an Adjudication Officer.

### ***Where can I get more information on my rights and the legislation involved?***

More information in relation to employment, equality and industrial relations legislation can be found on [www.workplacerelations.ie](http://www.workplacerelations.ie) or by telephoning the Workplace Relations Commission's information line on 1890 80 80 90.

### ***Fees***

No fee or charge applies for the submission of a complaint or dispute to the Workplace Relations Commission. However, Complainants and Respondents should note that parties who fail, without good cause, to appear at a hearing of a WRC Adjudication Officer and who subsequently wish to appeal the Adjudication Officer decision to the Labour Court, will have to pay a fee of €300 when lodging their appeal. If the Labour Court determines that the party in question had good cause for failing to attend the adjudication hearing, the fee will be refunded.

# Workplace Relations Complaint Form

Workplace Relations Commission, O'Brien Road, Carlow

Please use the tab key when navigating through this form. A red asterisk (\*) signifies a mandatory field.

## Complainant's Details

Title \*  Firstname: \*  Surname: \*

If Complainant is a Company or Representative Body :

House Name or Number

Street/Road: \*

Town: \*

County: \*

Country:

Eircode/Postcode:

Contact Number:  E-mail:

Nationality:  Position Held: \*

Employer (PAYE) Number:

## Employment Details

Date of Commencement:  Date of Notice received (if applicable):  Date Employment ended (if applicable):

My Work Address:

Building Name or Number

Street/Road:

Town:

County \*

Eircode/Postcode:

## Pay Details

I am paid  for which period I am paid: Gross:  Net:

Weekly hours worked:

## Respondent/Employer's Full Legal Details

Name/Company: \*

Trading as (if applicable):

Building Name or Number

Street/Road: \*

Town: \*

County: \*

Country:

Eircode/Postcode:

### Contact Details:

Title \*  Firstname: \*  Surname: \*

Position Held:  Contact Number:

Email:  Employer (PAYE) Number :

Is the head office address different from above?: Yes  No

Main business activity/sector: \*

Is this a Limited Company?: Yes  No  Don't know

Is this company in?: Receivership  Liquidation  Neither

Do one or more of your complaint(s) relate to a contravention of the Transfer of Undertakings Regulations? Yes  No

Will you have representation? Yes  No

Is the employer/respondent aware you are making this complaint?: Yes  No

**Please note that in all instances where a complaint falls to be considered by a Workplace Relations Commission Adjudication Officer a copy of this form and all relevant correspondence will be copied to, and exchanged between, the parties to the complaint.**

## Special Facilities

Should your complaint fall to be considered by an Adjudication Officer, will you require any special facilities when attending a hearing? Yes  No

## General Complaint Area

1

The dropdown box below contains 15 options, to view all options use the scroll bar on the right hand side.

My complaint falls under (Please select from the drop down list below): \*

Discrimination / Equality / Equal Status

My complaint more specifically falls under: \*

- I have been discriminated against by my employer, prospective employer, employment agency, vocational training or other bodies (i)
- I have not received equal pay (i)
- I have been discriminated against by way of an occupational pension. I have been discriminated against as I was not allowed to join, was treated less favourably, victimised or other. (i)
- An employment agreement contains a provision which is discriminatory. (i)
- I have been discriminated against by a person, organisation /company who provides goods, services or facilities (i)

## Complaint Specific Details

I say that I have been discriminated against by reason of my: \*

Gender  Civil Status  Family Status  Sexual Orientation  Religion  Race   
Age  Disability  Membership of the Travelling Community  Housing Assistance

What is the date of the first incident of discrimination? \*

3 1 / 1 2 / 2 0 2 0

What is the most recent date of discrimination? \*

1 9 / 0 5 / 2 0 2 1



I say the respondent treated me unlawfully by discriminating against me in the:

Failing to give me 'reasonable accommodation' for a disability  Education   
Provision of goods/services  Accommodation  Other

What date did you notify the person/service provider using the ES1 Form?

1 5 / 0 1 / 2 0 2 1

You must forward a copy of the ES1 Form and proof of postage to:

**The Workplace Relations Commission  
Information and Customer Services  
O'Brien Road  
Carlow  
R93 E920**

Have you received a reply from the person/service provider on the ES2 Form?

Yes  No

If yes, what date was it received? (You must attach a copy of the reply if received)

1 5 / 0 2 / 2 0 2 1

You must forward a copy of the reply if received to :

**The Workplace Relations Commission  
Information and Customer Services  
O'Brien Road  
Carlow  
R93 E920**

Please outline in detail in the box below the specifics of your complaint. If you have any documentation which you would like to submit in support of these details, you should send by post (or DX 271001 Carlow2) to The Workplace Relations Commission, Information and Customer Services, O'Brien Road, Carlow R93 E920 using the reference number cited in the email acknowledgement and/or acknowledgement letter issued in response to your complaint application. Please ensure that the details which you provide in the text box below relate ONLY to the specific complaint selected above. Use the "New Complaint" Button if you wish to make another complaint.

On 10th December 2020, I was a signatory to a letter from the Dublin City Inter Non-Faith Forum (DCINF Forum) to the Lord Mayor of Dublin. Our group of non-religious organisations in Dublin had noticed the "Rewind 2020" events advertised by the Lord Mayor. These events in the Mansion House were designed to facilitate religious groups in marking the celebrations that they had missed during the pandemic restrictions. Along with my colleagues in the DCINF Forum, I indicated that non-religious groups had also missed out on our own gatherings for the same reasons, and we requested that similar events could be arranged at the Mansion House for non-religious groups. In order to help facilitate this, we provided a copy of our Charter to indicate the type of topics that our proposed events might mention. Unfortunately, this correspondence was ignored.

On 29th December 2020, I was a signatory on a subsequent letter from the DCINF Forum to the Lord Mayor of Dublin. This correspondence announced that a new non-religious organisation that had become a member of our group. We also proposed that the DCINF Forum would include a donation to a charity to be nominated by the Lord Mayor, as part of the events we were proposing. In addition, we indicated that we would still like to arrange some events in the New Year, even if it was not possible to arrange events before Christmas. Unfortunately, this correspondence was ignored.

On 15th January 2021, I sent an ES1 Form and a blank ES2 Form to the Lord Mayor of Dublin. Within this correspondence I described how non-faith groups were being treated less favourably than faith-based groups. Specifically, the Office of the Lord Mayor responded immediately to requests from the Dublin City Interfaith Forum (DCIF) for "Rewind 2020" events with religious groups, while the same Office ignored similar requests for similar events with non-religious groups such as mine. For example, the first time that the DCIF wrote an email to the Office of the Lord Mayor about arranging "Rewind 2020" religious events, they received a response describing that as "a lovely idea" within 30 minutes. In contrast, the DCINF Forum had been ignored for more than 30 days.

On 15th February 2021, the Lord Mayor responded using an ES2 Form. The only explanation offered for the discriminatory behaviour was "the extremely busy run up to the Christmas period". Of course, this does not explain why the same Lord Mayor's Office was able to respond promptly to faith bodies during the same period. The ES2 Form also referring to the priorities of the Lord Mayor as including "integration". In fact, the DCIF represents less than one third of the religious groups registered in the greater Dublin area. In addition, the most recent Census shows that Dublin is the least religious county in the entire country, with more than 18% of the population reporting that they adhere no religion at all. Facilitating a small number of religious denominations while excluding those of other faiths and those of no faith at all, is not promoting "integration" but rather advancing religious discrimination.

For example, members of the Alliance of Former Muslims in Ireland (who are part of the DCINF Forum) have experienced all of the same racism and discrimination as believing Muslims have experienced. In addition to this abhorrent treatment, they have also experienced oppression and persecution by believing Muslims in Ireland, based on the Islamic teachings against apostasy. This includes teachings that have been promoted by some of the Muslim groups that are included within the Dublin City Interfaith Forum. The policy of the Lord Mayor's office supports those who preach against apostasy within the Muslim community, leading to the

abuse of former Muslims in Ireland, up to and including the threat of physical violence against many ex-Muslims within the Direct Provision system. At the same time, the policy of that Office is to exclude the Alliance of Former Muslims in Ireland from events within public spaces, compounding the faith-based ostracisation that their members experience in Dublin on a daily basis.

On 16th February 2021, I was a signatory on a subsequent letter from the DCINF Forum to the Lord Mayor of Dublin. We explained the problems with the ES2 Form and suggested a new date for our proposed event during March.

On 17th February 2021, the Office of the Lord Mayor sent a letter referring the correspondence to the Dublin City Council Law Office, and on 4th March 2021 a letter was received from that Law Office.

On 8th March 2021 I was a signatory on a subsequent letter from the DCINF Forum to the Lord Mayor of Dublin, which was also copied to the Dublin City Council Law Office. Whereas the letter from the Law Office stated that we "made a complaint" about a DCIF event, we pointed out that we had explicitly congratulated the Lord Mayor on the "Rewind 2020" events for members of the DCIF. Our request had been merely that the Lord Mayor might make public resources available to those of all faiths and none, rather than restricting those resources exclusively to citizens who hold religious beliefs.

The letter from the Law Office also informed us that "... groups are welcome to make an application to the Lord Mayor for the use of the Mansion House and the Lord Mayor's Garden". In our response we highlighted that we had already made three such applications by registered post (on 10th December 2020, on 29th December 2020 and on 16th February 2021).

Moreover, we again compared the treatment of our non-faith group to the treatment of an equivalent faith group. On 26th November 2020, the Office of the Lord Mayor wrote to the DCIF proposing an event on 8th December 2020, while qualifying this suggestion by stating that, "we will have to await the announcement tomorrow regarding restrictions and any change in the number of people that can gather outside". Of course, it is perfectly possible to make provisional arrangements on the understanding that they may need to change according to any subsequent government announcement. We therefore suggested a new date for our event after the Level 5 restriction period ended. In doing so, we explained that we understood that this plan would be subject to any new government announcements with respect to further restrictions on the number of people who may gather outside.

We further explained that were the Lord Mayor to facilitate provisional planning in the case of faith groups, while denying provisional plans to non-faith groups, then this would represent less favourable treatment of those with no religious beliefs. We also explained that such less favourable treatment of the non-religious should be viewed in the context of a longstanding track record in this regard. As just a few examples:

1.  
In 2016, the Lord Mayor's Office supported an event to promote the DCIF Charter. There was no equivalent support for any non-faith groups.

2.  
In 2017, the Lord Mayor's Office supported a conference arranged by the DCIF to promote the contribution of religious faith to civil society. There was no equivalent support for any non-faith groups.

3.  
In 2018, the Lord Mayor's Office supported a "Five Marks" event arranged by the DCIF to promote understanding of interfaith ideas. There was no equivalent support for any non-faith groups.

4.  
In 2019, the Lord Mayor's Office continued supporting, "MEASC – A Festival of Culture, Faith and Community", which is an annual function arranged by the DCIF. There was no equivalent support for any non-faith groups.

In addition, WRC Adjudication Reference ADJ-00016391 refers to a complaint previously made by Atheist Ireland against the Lord Mayor's Office. The context of that case related to a DCIF banner that was manufactured and erected at public expense, and supported by the Lord Mayor's Office. Atheist Ireland had sought support for an equivalent banner that would refer to non-faith perspectives and the Lord Mayor's Office refused to facilitate that request. The complaint was not upheld because a prolonged series of correspondence on the issues resulted in the complaint running out of time.

On 23rd March 2021, the Lord Mayor wrote to myself and the other members of the DCINF Forum, indicating that our request would not be facilitated due to the pandemic restrictions.

On 26th April 2021, I was a signatory on a subsequent letter from the DCINF Forum to the Lord Mayor of Dublin, which referred to the comments of the Taoiseach about lifting the pandemic restrictions during the summer. That letter proposed a non-faith event in the Lord Mayor's garden on 1st June 2021, but unfortunately this letter was ignored.

On 11th May 2021, I was a signatory on a subsequent letter from the DCINF Forum to the Lord Mayor of Dublin, which indicated that as of that date there were no further pandemic restrictions limiting the use of the Lord Mayor's Garden. We reiterated our request for an event on 1st June 2021.

On 19th May 2021 I received a letter from the Lord Mayor indicating that she would not be facilitating our request and offering no explanatory reason. As such, I believe that the Lord Mayor has treated me less favourably than others because others have religious beliefs, whereas I have none. Specifically, I was treated less favourably in the provision of publicly-funded services by the Lord Mayor in the following ways:

1.

The Office of the Lord Mayor responded immediately to requests from the Dublin City Interfaith Forum (DCIF) for "Rewind 2020" events with religious groups, while the same Office ignored similar requests for similar events with non-religious groups like mine. For example, the first time that the DCIF wrote an email to the Office of the Lord Mayor about arranging "Rewind 2020" religious events, they received a response describing that as "a lovely idea" within 30 minutes. In contrast, the DCINF Forum has been ignored for more than 30 days.

2.  
The Lord Mayor arranged for access to the Mansion House grounds for religious groups, while neglecting to arrange similar access for any non-religious groups like mine. The Lord Mayor attended events with religious groups while neglecting to attend any events with non-religious groups like mine.

3.  
The Lord Mayor reviewed a press release from religious groups and provided a comment into that press release supporting those religious groups, while neglecting to offer such support for any non-religious groups like mine.

4.  
The Lord Mayor arranged for the Dublin City Council logo to appear on a poster created by religious groups, while neglecting to provide similar support to non-religious groups like mine.

5.  
The Office of the Lord Mayor provided for scheduling assistance, arranged for the purchase of flowers, and instructed staff to provide furniture for religious groups, while offering no such support to non-religious groups like mine.

6.  
The Lord Mayor issued a press release about "Rewind 2020" and listed the religious groups that she was supporting, while declining to support any non-religious groups like mine. The Office of the Lord Mayor arranged for those same religious groups to be promoted through social media channels, while neglecting to support any non-religious groups in this way. The Lord Mayor included in her press release a comment from the DCIF, while neglecting to provide similar support to the members of the DCINF Forum, such as myself.

In general terms, when the DCIF requested support from the Lord Mayor, they were immediately provided with extensive publicly-funded support, including the facilitation of events at the Mansion House at which the Lord Mayor participated. In contrast, when the DCINF Forum requested equivalent support for equivalent events, we were refused. Moreover, this behaviour of the Lord Mayor's office is part of a longstanding track record of offering public funds to faith groups, while refusing similar support to non-faith groups. For these reasons, I believe that I have been treated less fairly than others, because I have no religious beliefs.

### Associated Resolution Options

Please select which option you wish to choose (There may only be one avenue available to you): \*

Complaint seeking adjudication by the Workplace Relations Commission under Section 21 Equal Status Act, 2000 

If you have another complaint, please click on the new complaint button below

[New complaint](#)

[Remove this complaint](#)

## Workplace Relations Commission Mediation Services

The Workplace Relations Commission may be in a position to offer a mediation service in certain cases to facilitate the resolution of /complaints/disputes where possible at an early stage and without recourse to adjudication. Complaints/disputes may only be referred for mediation with the agreement of both parties to the complaint/dispute.

Mediation seeks to arrive at a solution through an agreement between the parties, rather than through an investigation or hearing or formal decision. The Mediation Officer facilitates the parties to negotiate their own agreement on a clear and informed basis, should each party wish to do so. The process is voluntary and either party may terminate it at any stage.

Mediation can take the form of telephone conferences with the parties, face-to-face mediation conferences/meetings or such other means as the Mediation Officer considers appropriate.

Mediation is conducted in private and the terms of any settlement are not published and remain confidential to the parties. All communications by a Mediation Officer with the parties, all records and notes held for the purposes of resolving any matter and all information furnished at mediation are confidential. No information obtained at mediation may be disclosed to any third party including the adjudicator or Labour Court. Any person who discloses information may be guilty of an offence, other than in proceedings for enforcement of the terms of the agreement.

Where a complaint/dispute is resolved, whether by mediation or otherwise, the Mediation Officer will record in writing the terms of the resolution, the parties will be asked to sign that record and the record of resolution will be given to the Director General of the Workplace Relations Commission. A copy will also be given to each party.

The terms of a resolution are binding on the parties and if either party contravenes these terms, the contravention will be actionable in any court of competent jurisdiction.

Where a complaint/dispute is not resolved, the Mediation Officer will certify in writing that the complaint/ dispute has not been resolved and will send that certificate to the Director General of the Workplace Relations Commission. A copy will also be given to each party.

**Please note that mediation is not available for Industrial Relations and Redundancy complaints. If your complaint application relates to such a complaint you should not select "yes" below.**

**Please indicate if you would be willing to avail of mediation services to facilitate the resolution of your complaint/dispute should the Workplace Relations Commission be in a position to offer these services in this case.** \* Yes  No

**During the Covid-19 restrictions when face to face hearings are postponed, we may contact you to offer mediation as an option to resolving your complaint, whether you have selected mediation or not**

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**By providing an email address you are consenting to the Workplace Relations Commission communicating with you by electronic means (eMail) including the serving or giving notice(s)/document(s)** \* Yes  No

**Please note further to the Supreme Court judgment Zaleski [2021] IESC 24 the WRC can no longer guarantee hearings will be in private or that decisions would be anonymised**

## Complaint Submission

I declare that, to the best of my knowledge, the information provided in relation to the complaint(s) above is accurate.



Do you wish to save a copy of this Complaint Form before submitting?

*(please note that once your complaint form has been submitted-using the 'Submit' button below- you will no longer be able to save)*

Save

Do you wish to print this Complaint Form before submitting?

*(please note that once your complaint form has been submitted -using the 'Submit' button below- you will no longer be able to print)*

Print

**Submit complaint to the Workplace Relations Commission**

Submit

# Appendix 8

## Lord Mayor of Dublin invites atheists for Mansion House meeting

According to 2016 census people of no religion comprised more than 10% of population

🕒 about 22 hours ago

**Patsy McGarry**



For the first time ever members of Atheist Ireland have been invited to meet a Lord Mayor of Dublin as part of the usual round of meetings that take place when a new occupant assumes the office.



Labour Cllr Alison Gilliland, who became Lord Mayor last June, met Atheist Ireland chairman Michael Nugent and its Human Rights Officer Jane Donnelly at the Mansion House this on Tuesday afternoon.

It is customary for a new Lord Mayor of Dublin to meet the President, Taoiseach, Dublin's two Archbishops, an Imam and Rabbi but this year she requested a meeting with Atheist Ireland also.

Welcoming the invitation, Ms Donnelly said "it was at her initiative and never happened before". She felt it important that the Lord Mayor had placed Atheist Ireland on a par with the religions as, so frequently, atheists are portrayed as people of no belief, which was not the case. It had placed "religion and beliefs on a par", she felt.

Mr Nugent noted how "we are often described as people of 'no belief' or as 'nones', which is not true. We have positive beliefs," he said.

They were "very pleased" at the meeting, where discussion centred on "the importance of recognising atheism and other non religious philosophical convictions as having the same positive status as religious beliefs" he said.