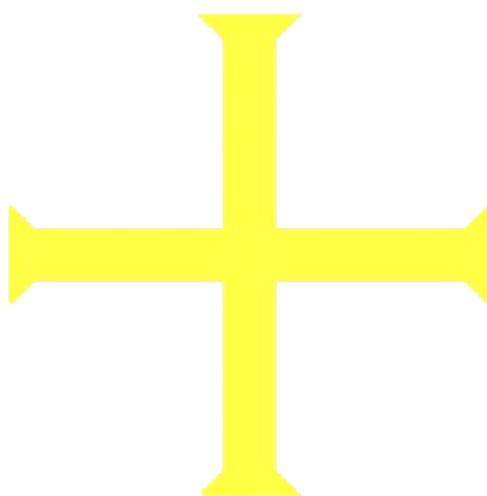


Equality Bill

THE REPUBLIC OF ISIDORREY



ASSEMBLY OF DEPUTIES

CONTENTS

- 1 Aims and Definitions.
- 2 Equality Committee.
- 3 Protected Characteristics.
- 4 Protections.
- 5 Recognised Organisations.
- 6 Exceptions.
- 7 Punishments.

A

B I L L

TO

To protect all Isidos under law - regardless of gender, sexual orientation, pregnancy and race.

BE IT ENACTED by the President of the Republic of Isidorrey, with the advice and consent of the Assembly of Deputies, and by the authority of the same, as follows: —

1 Aims and Definitions.

1. Definitions

- a. For the sake of this bill, the following are defined as
- b. The ‘island’
 - i. The Republic of Isidorrey.
- c. The ‘Government’
 - i. The Tripartite Isido Government.
- d. ‘PMLD’
 - i. Profound and Multiple Learning Disorders.

2. Aims

- a. To prevent Isidos from being discharged from their occupation on protected characteristics.
- b. To prevent abuse or neglect

2 Equality Committee.

- 1. The Government of Isidorrey shall create a committee to guide equality policy.
 - i. This committee shall from here on and henceforth be known as ‘The Isidorrey Equality Committee’ or or ‘The Equality Committee’ or the ‘IEQC’.
 - ii. The IEQC shall comprise 50 peers.
 - 1. A peer may be any person with Isidorrey Citizenship; and

2. Has been appointed by any Recognised Organisation through a democratic internal vote.
- iii. A peer's term is 24 months.
- iv. A peer may leave the committee by
 1. Nominating themselves for removal in writing to The IEQC; or
 2. Being voted off by the RO that appointed them through a recorded internal democratic vote; or
 3. Being convicted by an Isido Court of a crime that
 - a. Would deem the peer a sex offender; or
 - b. Involves children; or
 - c. Involves substance abuse; or
 - d. Is deemed substantial enough to warrant their removal by the preceding judge.
 4. At which point a new peer will be appointed as defined 2 1.b.ii
- b. The Committee has the right to
 - i. Be consulted on any change to the equality law; or
 - ii. Order consultation if not asked to by the proponents.
 - iii. Order The Government to review a subject regarding equality.
 1. This can be triggered with the support of 25 committee peers; and
 2. Support from $\frac{1}{3}$ (36) members of Deputies who make up The Assembly.
 - iv. And, any other rights bestowed to them in this bill or any henceforth.
2. Any prior equality committees in existence at the time this bill is enacted shall be closed and merged into the committee stated here.

3 Protected Characteristics.

1. Characteristics protected under this bill include:
 - a. Gender;
 - i. How a person identifies, regardless of biological sex.
 - b. Sexual Orientation;
 - c. Age;
 - d. Race;
 - e. Political Views,
 - f. Religion;

- g. Disability; or
- h. Pregnancy status;
 - i. If a person is pregnant or intends to become pregnant.

4 Protections.

1. People who identify as a protected characteristic are entitled to the following protections.
2. A person may not be discharged from work on the basis of a protected characteristic.
3. A person may not be refused a job on the basis of a protected characteristic.
4. A person may not be abused, neglected or harassed by a person or organisation on the basis of a protected characteristic.

5 Recognised Organisations.

3. Recognised Organisations (ROs) are those that deal with issues of social equality in Isidorrey.
4. ROs are exclusively those listed in this bill under 5.5
5. ROs can be added to this bill through means of appeal to the Equality Committee or by the Assembly of Deputies via means of amendment.
6. ROs may only be removed with approval of the Equality Committee
7. The ROs in Isidorrey are:
 - a. Commission LGBT
 - b. Association des Minorités Ethniques et Religieuses

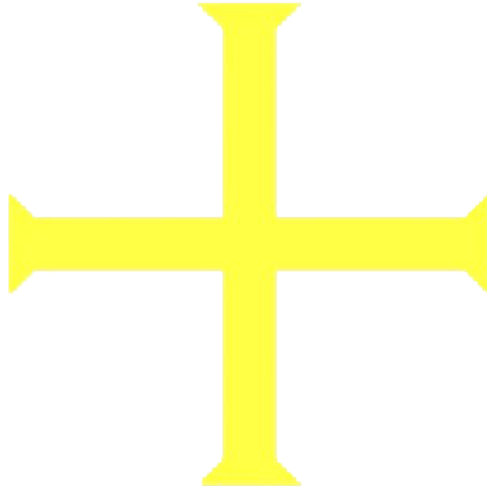
6 Exceptions.

1. Pregnancy, Age, and Disability.
 - a. If it is deemed unsafe by a medical professional for a person to be in an occupation due to hazards, the person may:
 - i. Be refused the job; or
 - ii. Be released from work with a separation package; or
 - iii. If pregnant, be placed on paid maternity leave until it is safe for them to return or their mandated leave has ended.
 - b. The person retains the right to a second medical opinion.
2. Disability, Sexual Orientation, Gender, Race, Religion.
 - a. Religious institutions are exempt from 3.3, but not 3.2.
 - b. Support organisations for protected groups are exempt from 3.3

7 Punishments.

1. Breaches in the laws set out by this bill must be reported to the authorities.
 - a. This can be done directly by the defendant; or
 - b. Through a government recognised
2. Breaches in the laws set out by this bill shall be subject to trial in an Isido Court.
3. Should the defendant be found guilty following a legal trial, the presiding judge may choose from the following punishments as they see fit:
 - a. For breaches made by a business:
 - i. A fine of no lower than €1,000 but not more than €10,000.
 - ii. Following the first offence, each repeat by the same organisation will incur a fine €5,000 more than the prior.
 - iii. Following three repeats, a judge may revoke that company's trading licence.
 - b. For breaches made by an individual:
 - i. Should the defendant have PMLD or another diagnosed mental health issue that may have impacted their actions they shall not be sentenced according to this bill but instead by a mental health specialist.
 - ii. A fine of no lower than €500 but not more than €5,000; and
 - iii. Following the first offence, each repeat by the same individual will incur a fine €1,000 more than the prior.
 - iv. Community service, ranging from 10 to 50 hours; and
 - v. Following the first offence, each repeat by the same individual will incur community service 5 hours longer than the prior.

THE REPUBLIC OF ISIDORREY



ASSEMBLY OF DEPUTIES

Equality Bill

A

B I L L

TO

To protect all Isidos under law - regardless of gender, sexual orientation, pregnancy and race.

Presented by Chief Minister Andrew Roberts

*Ordered, by The Assembly of Deputies,
to be Printed, 10-01-05.*
