HARASSMENT AND SEXUAL HARASSMENT
– POLICIES AND PROCEDURES

Adopted by Údaras na Ollscoile 27 Bealtaine 2002 (UO/M10/7.3)
National University of Ireland, Galway is committed to the principle that every student and staff member is entitled to work in an environment free of harassment and sexual harassment in accordance with the provisions of the Employment Equality Act 1998 and the Equal Status Act 2000.

It is the responsibility of every individual to ensure that harassment does not occur at any level within the University, and to treat colleagues with respect and dignity. Specific responsibility attaches to those acting in supervisory positions.

The University has, therefore, adopted the following measures:

1. The education of all members of the University community on harassment and sexual harassment.

2. The provision of information to all staff members on the nature of harassment and sexual harassment and the avenues of redress available to victims.

3. The provision of similar information to the students of the University by the incorporation of appropriate information in student welfare handbooks and through other initiatives taken in conjunction with officers of the Students’ Union.

4. The establishment of reporting and investigation procedures to be followed when an allegation of harassment or sexual harassment is made.

5. The Equality Sub-committee will include among its functions the continuous review of all matters relating to harassment and sexual harassment. The Sub-committee will be empowered to make recommendations to Governing Authority in regard to the effectiveness of the existing University procedures and the strengthening of existing provisions in light of national and international developments.
CODE OF PRACTICE

1. Introduction

The Equality Committee regards the absence of any form of harassment as essential for the achievement of full equality for students and staff members of the University. The fundamental aim of the policy and procedures set out in this document is to strive for an environment free from any form of harassment. Irish law has defined sexual harassment in the provisions of the Employment Equality Act 1998 and the Equal Status Act 2000.

2. Harassment

2.1 What is harassment?

Harassment may be defined as behaviour which is unwelcome, intimidating or offensive to the recipient which is based on gender, marital status, family status, sexual orientation, religious belief, age, disability, race or membership of the traveller community and which the perpetrator knows, or should know, is unwanted. It can take the form of a verbal, physical or psychological attack, and can be openly aggressive or subtly hidden. Sometimes harassment may involve repeated and persistent behaviour.

The impact of harassment can be devastating, and it can threaten a person’s job security or create an intimidating working or studying environment. It can also affect health and personal life generally.

Harassment can include:

- Suggestive remarks, insults, gestures, jokes or unwanted physical contact
- The use of or the circulation of pornographic or other offensive material (refer to par 2.4)
- It can be sexual, ageist, sectarian or racial in form or in undertone
- It can offend because of a person’s disability

A detailed definition of Harassment is found in Section 32 of the Employment Equality Act, 1998 (Appendix 1 attached) and Section 11 of the Equal Status Act 2000 (Appendix 2 attached).
2.2 What is Sexual Harassment

Sexual harassment is conduct of a sexual nature, which the perpetrator knows, or should know, is offensive to the recipient. It is behaviour that is unwelcome, personally offensive and fails to respect the rights of others.

Sexual Harassment can be:

- Physical – Unnecessary touching, pinching, or brushing against another; assault; coercing sexual intercourse.
- Verbal – Unwelcome sexual advances, demands for sexual favours, suggestive remarks, innuendoes or lewd comments.
- Non-verbal – Displays of pornographic, or sexually suggestive pictures and objects; (refer to par. 2.4) leering, whistling or sexually suggestive gestures.

The incidence of sexual harassment within the University is difficult to gauge. The experience elsewhere has been that employees and students often suffer such harassment silently and sometimes, indeed, are unaware that the conduct to which they are subject amounts to harassment.

A detailed definition of Sexual harassment is found in Section 23 of the Employment Equality Act 1998 (*Appendix 3 attached*) and Section 11 of Equal Status Act 2000 (*refer sub-section (4) Appendix 2 above*)

2.3 Harassment of Students and by Students

Under Section 11(2) of the Equal Status Act 2000 the University has a duty of care to do all it can to prevent harassment occurring on its premises with respect to those who have a legal right to be there. Sexual Harassment suffered by staff from students, or student by another student or staff will not be tolerated. In the case of harassment by students, if a complaint is upheld, the appropriate sanctions may be applied in accordance with the University ‘Code’ (which is issued to students). (Indeed, the committee strongly recommends that the Code of Discipline for students be revised so as to specify that sexual harassment by students of their fellow students or staff will not be tolerated).

2.4 Allegations of Harassment based on the Content or Presentation of Teaching Materials, Artistic Exhibition or Performances and Related Matters

The Committee recognises that those teaching certain subjects such as languages and literature, law, biological or social sciences and medicine must occasionally present and discuss material relating to sex and sexuality, and that students may sometimes find this material embarrassing or upsetting. While teachers are under an obligation not to be gratuitously offensive, they must be protected from unfair allegations of harassment based on the subject matter being discussed. Likewise, it is important that members of the University community have access to art exhibitions, dramatic and cinematic productions, and discussion and debate on a wide range of political, cultural and social issues. However, it should be noted that the material per se may not be offensive, but the manner in which it is discussed may be. University policy does not permit the gratuitous use of pornographic or other offensive material. The Equality Officer (see par. 3.2) may be required to investigate.
The Committee recognises that a balance must be struck between preserving the freedoms of expression and intellectual enquiry so vital in a university community and ensuring that those freedoms are not so abused as to leave members of the University feeling sexually or otherwise harassed. Accordingly, it is recommended that any investigation of a complaint of harassment based on the content of academic instruction or of any cultural or social event of the kinds mentioned, should proceed on the assumption that the material or event in question did not amount to sexual harassment. The complainant should be required to present strong evidence to rebut this presumption.

It is emphasised that this recommendation is not intended to render teachers and organisers of social and cultural events immune from complaint or censure. It is merely advocating that, in view of the important competing values involved, an allegation of harassment should, in such circumstances, be grounded on cogent evidence. Finally, it should be noted that, in so far as teachers are concerned, this recommendation applies only to the presentation of materials for academic purposes. Any allegation that a teacher has harassed a student or group of students, whether in class or elsewhere, shall be dealt with in accordance with the procedures described.

3. Complaints and Investigation Procedures

It is of vital importance that the University authorities at the highest level and, indeed, the University community as a whole give their full support and backing to the complaints and investigation procedures.

It is essential that there be clearly defined, well-publicised procedures for lodging and investigating complaints about sexual harassment. There should be certain designated contact persons within the University who may be contacted in confidence by students and staff. Their function will be, not to investigate complaints, but simply to provide advice and support and, if necessary, to refer the complaint to the Investigating Officer (see par. 3.2), who will arrange to have the complaint investigated.

3.1 Contact Persons

The choice of contact persons should be guided by two main criteria – accessibility and confidentiality. Contact persons must be accessible both in terms of their personal approach to relations with students and staff and in terms of their location and availability. It is also essential that they be capable of maintaining the highest level of confidentiality in respect of their dealings with complainants.

The Training and Development Officer will arrange appropriate training on the interpersonal, social and legal dimensions of the issues involved. “Guidelines for Contact Persons” (Appendix 4 attached).

A list of the contact persons is available on the “Advice to Students and Staff” leaflet which is circulated to students and staff.
3.2 Investigating Officer

The Equality Officer (Vice-President for Human and Physical Resources) shall be the Investigating Officer.

3.3 Investigating Committee

In the case of a complaint of sexual harassment/harassment the Investigating Officer may assemble an Investigating Committee. The Committee shall comprise the Investigating Officer and two other persons, one woman and one man.

The Investigating Committee shall have the right to seek expert advice if it deems it necessary.

3.4 Complaints Procedure

These are the options that may be followed by a complainant.

Informal

I. If an incident occurs which offends the complainant should act quickly. It may be sufficient to explain clearly to the person engaging in such behaviour that it is unacceptable. A complainant should always keep a record of such a request, and document any response.

II. Even if a complainant does not feel inclined to report incidents of harassment or sexual harassment, it may be important at a later stage that they have someone to corroborate their version of events.

III. In circumstances where a complainant feels that it is too difficult or too embarrassing to approach the alleged harasser on their own, support may be sought from the network of Contact Persons (Appendix 5 attached).

Formal

I. Where an informal attempt to resolve the matter fails or is inappropriate a complainant is encouraged to raise the complaint through the formal complaint procedure.

II. Formal complaints must be outlined in writing, detailing the nature of the complaint, to the Investigating Officer. A complainant may use his/her chosen contact person to assist them in initiating the complaint or alternatively may initiate the complaint personally.

III. On receipt of a complaint the Investigating Officer may, with the consent of the parties concerned, seek a resolution by speaking to the persons involved. If either party does not agree to this, or if a resolution cannot be found, the Investigating Officer shall assemble an Investigating Committee.
IV. In any investigation of alleged harassment or sexual harassment, all parties will be given an opportunity to state their case, and are entitled to be represented at interviews. The investigation will be thorough, impartial and objective in accordance with the principles of Natural Justice. It will be carried out sensitively and with due respect for the rights of both the complainant and the alleged harasser.

V. If a complaint is upheld the harasser will be subjected to appropriate sanctions by the University authorities. This may include action ranging from a verbal warning up to and including dismissal. In the case of students, appropriate sanctions may be applied in accordance with the University ‘Code’ (which is issued to all students).

VI. Either party shall have the right to appeal to the President against the outcome of an investigation.

VII. In addition to internal University procedures, it may be appropriate for the complainant to initiate action under the law.

3.5 Conduct of Investigation

The first hallmark of all investigations and communications in relation to harassment or sexual harassment is the maintenance of a high degree of confidentiality. Any general reports to the Governing Authority or other University bodies on harassment or sexual harassment shall not disclose the names of complainants or alleged harassers. When a complaint is lodged, the name of the complainant shall not be revealed to anybody other than the contact person, the Investigating Officer and the Investigating Committee. During the investigation, the name of the alleged offender shall not be disclosed, except to persons directly concerned with the investigation including witnesses. If the complaint is dismissed, the name of the alleged offender shall not be revealed to anybody else. If the complaint is upheld, the name of the offender may, as a matter of necessity, have to be disclosed to others, e.g. his/her supervisor. Every effort should be made to prevent the widespread disclosure of the offender and/or the circumstances of the complaint where this might lead to the identification of the complainant.

The University shall also take such steps as are reasonable to ensure that a person making a complaint shall not be victimised in any way, irrespective of the outcome of his/her complaint. Such complaints shall not be entered on the personnel files of complainants.

The Investigating Committee will not have the power to dismiss or suspend a member of staff, but will submit a report to the appropriate disciplinary authority. If a complaint is substantiated it will be dealt with under the University’s “Disciplinary Procedures”.

4. Conclusion

The University is committed to an environment free from harassment and sexual harassment. It should be remembered that deliberately bringing false complaints undermines the integrity of this process.

Increased awareness in the University of the threat and damage that harassment/sexual harassment can cause will facilitate individuals in speaking up about it.
It is the responsibility of all staff and students to ensure that the University environment remains free from harassment/sexual harassment.
Appendix 1

SECTION 32 - THE EMPLOYMENT EQUALITY ACT, 1998

(1) If, at a place where C is employed (in this section referred to as the “the workplace”), or otherwise in the course of C’s employment, another individual (“E”) harasses C by reference to the relevant characteristic of C and –

(a) C and E are both employed at that place or by the same employer,
(b) E is C’s employer, or
(c) E is a client, customer or other business contact of C’s employer and the circumstances of the harassment are such that C’s employer ought reasonably to have taken steps to prevent it,

then, for the purposes of this Act, the harassment constitutes discrimination by C’s employer, in relation to C’s conditions of employment, on whichever discriminatory ground is relevant to persons having the same relevant characteristic as C.

(2) Without prejudice to the generality of subsection (1) in its application in relation to the workplace and the course of C’s employment, if, in a case where one of the conditions in paragraphs (a) to (c) of that subsection is fulfilled -

(a) E harasses C by reference to the relevant characteristic of C, whether or not in the workplace or in the course of C’s employment, and
(b) C is treated differently in the workplace or otherwise in the course of C’s employment by reason of C’s rejection or acceptance of the harassment or it could reasonably be anticipated that C would be so treated,

then, for the purposes of this Act, the harassment constitutes discrimination by C’s employer, in relation to C’s conditions of employment, on whichever discriminatory ground is relevant to persons having the same relevant characteristic as C.

(3) Section 23(4) applies in relation to subsection (1) (c) with the substitution for any reference to A of a reference to C.

(4) It is immaterial for the purposes of this section whether E-

(a) stands as D in relation to C, or
(b) has the same relevant characteristic as C,

and any reference, in this section to the relevant characteristic of C (or the same relevant characteristic as C) includes a reference to what E believes to be the relevant characteristic of C.

(5) For the purposes of this Act, any act or conduct of E, (including, without prejudice to the generality, spoken words, gestures or the production, display or circulation of written words, pictures or other material) constitutes harassment of C by E if the action or other conduct is unwelcome to C and could reasonably be regarded, in relation to the relevant characteristic of C, as offensive, humiliating or intimidating to C.
(6) If, as a result of any act or conduct of E another person ("F") who is C’s employer would, apart from this subsection, be regarded by virtue of subsection (1) as discriminating against C, it shall be a defence for F to prove that F took such steps as are reasonably practicable-

(a) in a case where subsection (2) applies, to prevent C being treated differently in the workplace or otherwise in the course of C’s employment and, if and so far as any such treatment has occurred, to reverse the effects of it, and

(c) in a case where subsection (1) applies, (whether or not subsection (2) also applies), to prevent E from harassing C (or any class of persons of whom C is one).

(7) In this section “employed”, in relation to an individual, includes –

(a) seeking or using any service provided by an employment agency, and

(b) participating in any such course or facility as is referred to in paragraphs (a) to (c) of section 12(1).

And, accordingly, any reference to the individual’s employer includes a reference to the employment agency providing the service or, as the case may be, the person offering the course or facility.

(8) Where subsection (7) applies in relation to C, subsection (1) shall have effect as if for the words “in relation to C’s conditions of employment” there were substituted “contrary to section 11 or, as the case may be, section 12”.

10
Appendix 2

SECTION 11 - THE EQUAL STATUS ACT 2000

(1) A person shall not sexually harass or harass (within the mean of subsection (4) or (5)) another person ("the victim") where the victim –

(a) avails or seeks to avail himself or herself of any service provided by the person or purchases or seeks to purchase any goods being disposed of by the person,

(b) is the proposed or actual recipient from the person of any premises or of any accommodation or services or amenities related to accommodation, or

(c) is a student at, has applied for admission to or avails, or seeks to avail himself or herself of any service offered by, any educational establishment (within the meaning of section 7)* at which the person is in a position of authority.

(2) A person ("the responsible person") who is responsible for the operation of any place that is an educational establishment or at which goods, services or accommodation facilities are offered to the public shall not permit another person who has a right to be present in or to avail himself or herself of any facilities, goods or services provided at that place, to suffer sexual harassment or harassment at that place.

(3) It shall be a defence for the responsible person to prove that he or she took such steps as are reasonably practicable to prevent sexual harassment or harassment, as the case may be, of the other person referred to in subsection (2) or of a category of persons of which that other person is a member.

(4) Sexual harassment takes place where a person –

(a) subjects another person ("the victim") to an act of physical intimacy,

(b) requests sexual favours from the victim, or

(c) subjects the victim to any act or conduct with sexual connotations, including spoken words, gestures or the production, display or circulation of written words, pictures or other material,

where –

(i) the act, request or conduct is unwelcome to the victim and could reasonably be regarded as offensive, humiliating or intimidating to him or her, or

(ii) the victim is treated differently by reason of his or her rejection of or submission to, as the case may be, the act, request or conduct or it could reasonably be anticipated that the victim would be so treated.

(5) Harassment takes place where a person subjects another person ("the victim") to any unwelcome act, request or conduct, including spoken words, gestures or the production, display or circulation of written words, pictures or other material, which in respect of the victim is based on any discriminatory ground and which could reasonably be regarded as offensive, humiliating or intimidating to him or her.

* "Section 7 means a............an institution providing adult, continuing or further education, or a university or any other third-level or higher-level institution, whether or not supported by public funds".
Appendix 3

SECTION 23 OF THE EMPLOYMENT EQUALITY ACT, 1998

23. (1) If, at a place where A is employed (in this section referred to as “the workplace”), or otherwise in the course of A’s employment, B sexually harasses A and either –

- (a) A and B are both employed at that place or by the same employer,
- (b) B is A’s employer, or
- (c) B is a client, customer or other business contact of A’s employer and the circumstances of the harassment are such that A’s employer ought reasonably to have taken steps to prevent it,

then, for the purposes of this Act, the sexual harassment constitutes discrimination by A’s employer, on the gender ground, in relation to A’s conditions of employment.

(2) Without prejudice to the generality of subsection (1) in its application in relation to the workplace and the course of A’s employment, if, in a case where one of the conditions in paragraphs (a) to (c) of that subsection is fulfilled –

- (a) B sexually harasses A, whether or not in the workplace or in the course of A’s employment, and
- (b) A is treated differently in the workplace or otherwise in the course of A’s employment by reason of A’s rejection or acceptance of the sexual harassment or it could reasonably be anticipated that A would be so treated,

the, for the purposes of this Act, the sexual harassment constitutes discrimination by A’s employer, on the gender ground, in relation to A’s conditions of employment.

(3) For the purposes of this Act –

- (a) any act of physical intimacy by B towards A,
- (b) any request by B for sexual favours from A, or
- (c) any other act or conduct of B (including, without prejudice to the generality, spoken words, gestures or the production, display or circulation of written words, pictures or other material),

shall constitute sexual harassment of A by B if the act, request or conduct is unwelcome to A and could reasonably be regarded as sexually, or otherwise on the gender ground, offensive, humiliating or intimidating to A.

(4) According to the nature of the business of A’s employer, the reference to subsection (1)(c) to a client, customer or other business contact includes a reference to any other person with whom A’s employer might reasonably expect A to come into contact in the workplace or otherwise in the course of A’s employment.

(5) If, as a result of any act of conduct of B, another person (“the Employer”) who is A’s employer would, apart from this subsection, be regarded by virtue of subsection (1) as discriminating against A, it shall be a defence for the Employer to prove that the Employer took such steps as are reasonably practicable-
(a) in a case where subsection (2) applied, to prevent A being treated differently in the workplace or otherwise in the course of A’s employment and, if and so far as any such treatment has occurred, to reverse the effects of it, and

(b) in a case where subsection (1) applies (whether or not subsection (2) also applies) to prevent B from sexually harassing A (or any class of persons of whom A is one).

(6) In this section "employed", in relation to an individual (whether A or B includes -
   (a) seeking or using any service provided by an employment agency, and
   (b) participation in any such course or facility as is referred to in paragraphs (a) or
   (c) of section 12(1),

and, accordingly, any reference to that individual’s employer includes a reference to the employment agency providing the service, or, as the case may be, the person offering the course of training.

(7) Where subsection (6) applies in relation to A, subsection (1) shall have effect as if for the words “in relation to A’s conditions of employment” there were substituted “contrary to section 11 or, as the case may be, section 12”.
Appendix 4

HARASSMENT AND SEXUAL HARASSMENT
GUIDELINES FOR CONTACT PERSONS

The task of the contact person is to facilitate the complainant in working in an atmosphere free of Harassment and Sexual Harassment, by addressing the specific difficulties being experienced by her/him.

The complainant has the right to this support, and also to avail of the complaint procedure (informal and formal) if necessary as detailed in the University publication *Harassment and Sexual Harassment - Policies and Procedures*.

Your task is to be accessible, supportive and available, and to listen, discuss and provide information to the complainant. Confidentiality is paramount and the identity of the complainant and the alleged offender must be protected.

Nevertheless, you may feel the need for support in dealing with the case, and you may refer to other contact persons and the university Equality Officer, while protecting identities. In the event of a complaint being formally pursued, identities will be disclosed to the Equality Officer, who will then act as Investigating Officer, and the Investigating Committee. You are advised to be familiar with the University publication *Harassment and Sexual Harassment - Policies and Procedures*.

When approached by a student or staff member who raises issues of Harassment and Sexual Harassment, you should:

1. **Confidentiality**
   Assure the complainant of confidentiality and support. Provide a safe, secure and confidential environment.

2. **Listen**
   Listen attentively and with empathy. This is of key importance. You are the first point of reference for individuals who are likely to be feeling stressed, vulnerable and/or in crisis, and who may find it difficult to trust you, or the process, or to communicate. While assuring them of your support, say only the minimum necessary to allow them the space and time to communicate. If the person is upset or angry, this approach is all the more important.

3. **Discuss issues**
   Once you feel that the complainant has given his/her complete version of events and that a level of trust exists, the issues may be explored with gentle questioning. You are seeking to establish:
   - (i) the impact the situation is having on the person,
   - (ii) the best means of assisting them,
   - (iii) check whether any corroboration exists (although it must be emphasised that you are not an investigator). For instance, in the course of conversation, try to establish if other students/staff have experienced the same difficulty.
4. **Provide Information**

4.1 Advise that Harassment and Sexual Harassment is verbal, visual or physical contact of a sexual, ageist, sectarian, racist nature, or it can offend because of a person’s disability, which the perpetrator knew or should have known was offensive to the victim.

4.2 Advise that all students and staff have the right to work/study in an atmosphere free of Harassment and Sexual Harassment, and have the right to pursue a complaint as detailed in *Harassment and Sexual Harassment - Policies and Procedures*.

4.3 Advise the complainants to:
   (i) Approach the alleged offender, with support if necessary, to request them to desist from the offending behaviour,
   and/or
   (ii) To request you to support this approach to the alleged offender, or to carry out, or to arrange this on behalf of the complainant.

NOTE: This may be a particularly difficult area, e.g. students may not wish to approach academic staff or be identified with a complaint.

4.4 Advise of the complainant’s **options**, which are:
   (i) Having complied with (4.3 above) however, in the case of sexual assault may not be required, to instigate a complaint to the Investigating Officer, under the terms of *Harassment and Sexual Harassment - Policies and Procedures*, where the offending conduct has not ceased,
   and/or
   (ii) To seek legal advice in respect of pursuing action under the law (where such action is engaged, the process of investigation by the University will normally be suspended pending its outcome).

4.5 Advise of your own **options**, while protecting the confidentiality and anonymity of the complainant and the alleged offender. These are:
   (i) To seek advice and support in your dealing with the case from another contact person acceptable to the complainant,
   and/or
   (ii) To advise and consult with the Equality Officer.

4.6 Advise of the complaint procedure as follows:
   (i) The Investigating Officer shall investigate a complaint by (a) speaking to the parties and seeking a resolution, or (b) by assembling an investigating committee.
   (ii) Each party may be represented in any investigation.
   (iii) If a complaint is upheld the harasser will be subjected to the appropriate sanctions by the University authorities.
   (iv) That the right exists for either party to appeal the outcome of the investigation to the President.
5. **Agree the following steps**

5.1 Do not leave the situation in doubt.
   (i) The alleged offender must be approached (may not be appropriate in the case of sexual assault) and be requested to desist from the offensive conduct. Agree with the complainant who will do this and a time frame for it.
   (ii) The situation must be kept under review. Arrange an early meeting with the complainant following the approach to the alleged offender, to decide what, if any, further action is needed.

5.2 Establish if professional help or counselling will be sought. If the person is willing to visit the professionals on campus, offer to set it up. Accompany the person if necessary. Allow the person themselves take the lead in this if possible.

5.3 Provide a copy of *Harassment and Sexual Harassment - Policies and Procedures*.

5.4 If you intend to consult other contact persons, professionals or the Equality Officer on a confidential/anonymous basis, for your own support, agree this with the complainant.

6. **Follow up**

6.1 Remain available. Make certain that you or another contact person is available in the short term.

6.2 Where a formal complaint is to be made, this must be at the instigation of the complainant. You must accompany the complainant to the Investigating Officer.

**Advice to Contact Persons.**

6.3 Record keeping – In the event of any legal proceedings it is important to keep all correspondence and notes of meetings with the complainant and of contact with the alleged harasser.

6.4 Statistics - A record of complaints, without divulging the identity of complainant or harasser, should be submitted to the Equality Officer on an annual basis.

6.5 Safety – Contact persons are advised to take precautions for their own safety and that of others at all times.

7. **Training**

The Training and Development Officer will arrange appropriate training on the interpersonal, social and legal dimensions of the issues involved in dealing with staff/students who may have been harassed.
## Harassment & Sexual Harassment

List of Contact Persons as at May 2002

<table>
<thead>
<tr>
<th>Name</th>
<th>Department/Position</th>
<th>Extension</th>
</tr>
</thead>
<tbody>
<tr>
<td>MARY BOURKE, DEPARTMENT OF MEDICINE</td>
<td>(CURRENTLY ON CAREER BREAK)</td>
<td>87-4291</td>
</tr>
<tr>
<td>JIM BYRNE, STUDENT COUNSELLOR</td>
<td></td>
<td>2427</td>
</tr>
<tr>
<td>BRID CARR, ACADEMIC AFFAIRS</td>
<td></td>
<td>2150</td>
</tr>
<tr>
<td>MGT. FLETCHER-EGAN, STUDENT COUNSELLOR</td>
<td></td>
<td>2312</td>
</tr>
<tr>
<td>MARY GREANEY, MARKETING DEPARTMENT</td>
<td></td>
<td>546</td>
</tr>
<tr>
<td>FIONNUALA LYSAGHT – DOCTOR</td>
<td>STUDENT HEALTH UNIT</td>
<td>3485</td>
</tr>
<tr>
<td>MICHEAL MACCRAITH, SCOIL NA GAELGE</td>
<td></td>
<td>2585</td>
</tr>
<tr>
<td>ANN MONAHAAN</td>
<td>OVERSEAS STUDENTS OFFICER</td>
<td>3581</td>
</tr>
<tr>
<td>ELIZABETH WALSH</td>
<td>DISABILITY OFFICER</td>
<td>3541</td>
</tr>
<tr>
<td>REGISTRAR AND DEPUTY PRESIDENT</td>
<td></td>
<td>2121</td>
</tr>
<tr>
<td>SU WELFARE OFFICER</td>
<td></td>
<td>2747</td>
</tr>
<tr>
<td>SU WOMEN’S OFFICER</td>
<td></td>
<td>2511</td>
</tr>
<tr>
<td>DEIRDRE MORGAN</td>
<td>MANAGEMENT DEPARTMENT</td>
<td>2521</td>
</tr>
<tr>
<td>ANNE BYRNE</td>
<td>SOCIOLOGY &amp; POLITICS</td>
<td>3035</td>
</tr>
<tr>
<td>ADRIENNE GORMAN</td>
<td>BIOCHEMISTRY DEPARTMENT</td>
<td>2417</td>
</tr>
</tbody>
</table>