

Terms and Conditions

Maynooth University MaynoothStudentpad Service

Non-discrimination Statement:

Our Commitment to Inclusion and Respect

MaynoothStudentpad aims to connect students with local landlords and homeowners in order to provide a beneficial arrangement to both parties. Every year supports many students to find a safe place to live. Maynooth University prides itself on being an intercultural space that values equality, diversity and inclusion. We expect that our students will also feel that those values continue to their homes in and around Maynooth town.

Maynooth University is committed to being a University community that promotes and advances equality, respects and values diversity, and develops a collegiate environment of excellence with equality, in which the human rights, the responsibilities and diversity of all students and staff are recognised and respected.

The University values the enrichment that comes from a diverse community of students and staff and seeks to promote equality and prevent discrimination in the access, experience, progression and achievement of all students and staff through developing and implementing clear policies, processes, practices providing effective support to help realise equality in student experience and in employment.

Maynooth University encourages the landlords and homeowners who advertise on the MaynoothStudentpad platform, as well as our students to maintain a commitment to the principle of inclusion and respect. Our shared commitment to these principles enables every member of our community to feel welcome in the vicinity of the University no matter who they are, where they come from, how they worship, or whom they love.

While we do not believe anyone can mandate harmony among all people, we do believe that we can promote empathy and understanding across all cultures. We are all committed to doing everything we can to help eliminate all forms of unlawful bias, discrimination, and intolerance from our platform. To that end, all of us, MaynoothStudentpad Administrators, landlords, homeowners and students alike, agree to read and act in accordance with the following policy to strengthen our community and realise our mission of ensuring that everyone can belong, and feel welcome, anywhere.

Inclusion – We welcome students of all backgrounds with authentic hospitality and open minds. Joining MaynoothStudentpad, as a landlords, homeowner or student, means becoming part of a community of inclusion. Bias, prejudice, racism, and hatred have no place on our platform or in our community. While landlord or homeowners are required to follow all applicable laws that prohibit discrimination based on such factors as race, religion, national origin, and others listed below, we commit to do more than comply with the minimum requirements established by law.

Respect – We are respectful of each other in our interactions and encounters.

MaynoothStudentpad appreciates that local laws and cultural norms vary around the world

and expects landlord or homeowners and students to abide by the law, and to engage with each other respectfully, even when views may not reflect their beliefs or upbringings. Maynooth students bring to our community an incredible diversity of background experiences, beliefs, and customs. By connecting people from different backgrounds, MaynoothStudentpad fosters greater understanding and appreciation for the common characteristics shared by all human beings and undermines prejudice rooted in misconception, misinformation, or misunderstanding.

Specific Guidance for Landlords and Homeowners using MaynoothStudentpad

MaynoothStudentpad Guidelines (separate to the Equal Status Act)

Race, Colour, Ethnicity (including membership of the Travelling community), National Origin, Religion, Sexual Orientation, Gender Identity, or Marital Status

Unless the accommodation is in a private home, the landlord or homeowner may not:

- Decline a student based on race, colour, ethnicity, national origin, religion, sexual orientation, gender identity, or marital status.
- Impose any different terms or conditions based on race, colour, ethnicity, national origin, religion, sexual orientation, gender identity, or marital status.
- Post any listing or make any statement that discourages or indicates a preference for or against any student on account of race, colour, ethnicity, national origin, religion, sexual orientation, gender identity, or marital status.

Where the accommodation is in a private home, we encourage the homeowner to be welcoming and embrace diversity.

Gender Identity

MaynoothStudentpad does not assign a gender identity to our service users. We consider the gender of an individual to be what they identify and/or designate on their user profile. Unless the homeowner shares the living space (for example, bathroom, kitchen, or common areas) with the student tenant, they may not:

- Decline to rent to a student based on gender identity
- Impose any different terms or conditions based on gender unless the landlord or homeowner shares living spaces with the student.
- Post any listing or make any statement that discourages or indicates a preference for or against any student on the basis of gender, unless the landlord or homeowner shares living spaces with the student.

Where the accommodation is in a private home, we encourage the homeowner to be welcoming and embrace diversity.

Disability

MaynoothStudentpad landlord or homeowners may not:

- Decline a student based on any actual or perceived disability.
- Impose any different terms or conditions based on the fact that the student has a disability.
- Substitute their own judgment about whether a unit meets the needs of a student with a disability for that of the prospective student.
- Inquire about the existence or severity of a student's disability, or the means used to accommodate any disability. If, however, a potential student raises his or her disability, a landlord or homeowner may, and should, discuss with the potential student whether the listing meets the potential student's needs. o Prohibit or limit the use of mobility devices.
- Charge more in rent or other fees for students with disabilities, including pet fees when the student has an assistance animal (such as a service or emotional support animal) because of the disability.
- Post any listing or make any statement that discourages or indicates a preference for or against any student on account of the fact that the student has a disability.
- Refuse to communicate with students through accessible means that are available, including relay operators (for people with hearing impairments) and e-mail (for people with vision impairments using screen readers).
- Refuse to provide reasonable accommodations, including flexibility when students with disabilities request modest changes in your house rules, such as bringing an assistance animal that is necessary because of the disability, or using an available parking space near the unit. When a student requests such an accommodation, the landlord or homeowner and the student should engage in a dialogue to explore mutually agreeable ways to ensure the unit meets the student's needs.

MaynoothStudentpad landlord or homeowners may:

- Provide factually accurate information about the unit's accessibility features (or lack of them), allowing for students with disabilities to assess for themselves whether the unit is appropriate to their individual needs.

Where the accommodation is in a private home, we encourage the homeowner to be welcoming and embrace diversity.

Personal Preferences

MaynoothStudentpad landlord or homeowners may:

- Except as noted above, landlord or homeowners may decline to rent based on factors that are not prohibited by law. For example, except where prohibited by law, landlord or homeowners may decline to rent students with pets, or to students who smoke.
- Require students to respect restrictions on foods consumed in the listing (e.g., a landlord or homeowner who maintains a Kosher or vegetarian kitchen may require students to respect those restrictions). These restrictions should be stated clearly in your house rules.

- Nothing in this policy prevents a landlord or homeowner from turning down a student on the basis of a characteristic that is not protected under the civil rights laws or closely associated with a protected class. For example, a landlord or homeowner may turn down a student who wants to smoke in a property, or place limits on the number of students in a property.

When students are turned down as potential tenant

Landlords or homeowners should keep in mind that no one likes to be turned down. While a landlord or homeowner may have, and articulate, lawful and legitimate reasons for turning down a potential tenant, it may cause that member of our community to feel unwelcome or excluded. Landlords or homeowners should make every effort to be welcoming to students of all backgrounds. Landlords or homeowners who demonstrate a pattern of rejecting students from a protected class (even while articulating legitimate reasons) undermine the strength of our community by making potential students feel unwelcome, and MaynoothStudentpad may de-activate the adverts and property profiles of landlord or homeowners who have demonstrated such a pattern from the Studentpad platform.

What happens when a landlord or homeowner does not comply with our policies in this area?

If a particular listing contains language contrary to this non-discrimination policy, the landlord or homeowner will be asked to remove the language and affirm his or her understanding and intent to comply with this policy and its underlying principles. MaynoothStudentpad may also, in its discretion, take steps up to and including de-listing the landlord or homeowner from the Studentpad platform.

If the landlord or homeowner improperly rejects students on the basis of protected class, or uses language demonstrating that his or her actions were motivated by factors prohibited by this policy, MaynoothStudentpad will take steps to enforce this policy, up to and including de-listing the landlord or homeowner from the platform.

The Equal Status Acts 2000-2018 (ESA stipulate that it is unlawful to discriminate in the disposal of premises and the provision of accommodation on any of the nine grounds as outlined in this Act. Full details are available by clicking [here](#).