

## **ANTI-DISCRIMINATION POLICY** *(formerly Culture of Inclusion Policy)*

### **PURPOSE**

The objective of this policy is to emphasize that PWRDF does not discriminate and does not tolerate discrimination.

### **APPLICATION**

This policy applies to all directors, members, employees and agents of PWRDF.

### **POLICY**

- no one may be discriminated against based on the following grounds, any combination of these grounds, or perception that any of these grounds applies
  - age
  - creed
  - sex including pregnancy and breastfeeding
  - gender identity
  - gender expression
  - family status (such as being in a parent-child relationship)
  - marital status (including married, single, widowed, divorced, separated or living in a conjugal relationship outside marriage, whether in a same sex or opposite sex relationship)
  - disability
  - race
  - ancestry
  - place of origin
  - ethnic origin
  - citizenship
  - colour
  - record of offences for which a pardon has been granted or in respect of which a record suspension has ordered
  - association or relationship with a person identified by one of the above grounds
- affirmative action will be taken to guard against discrimination by putting appropriate procedures in place for
  - hiring of staff
  - selection of volunteers and vendors
  - working conditions
  - provision of services
  - a fair and effective complaints process
- Those to whom this policy applies will be made aware that discrimination is unacceptable and incompatible with the standards of PWRDF as well as being a violation of the law.

- All are expected to cooperate fully in any investigation of a discrimination complaint.

**DEFINITION**

For the purpose of this policy

**Discrimination** means any form of unequal treatment whether imposing extra burdens or denying benefits. It may be intentional. It may involve direct actions that are discriminatory on the face, or it may involve rules, practices or procedures that appear neutral but disadvantage certain groups of people. Discrimination may take obvious forms or may happen in very subtle ways.

**AMENDMENT**

This policy may be amended by the PWRDF Board.

**Approval Date:**

**Review Date:**           October 2016

**Revision Date:**         November 2016