


<b>Policy Name:</b>	<b>DIVERSITY, EQUITY, AND INCLUSION IN OUR WORKPLACE</b>		
<b>Policy Number:</b>	<b>HR-401</b>	<b>Formerly</b>	<b>HR 1-2</b>
	<b>Creation Date:</b> <b>May 2000</b>	<b>Reviewed Date:</b> <b>August 2023</b>	<b>Approved by:</b> <b>Executive Director</b>

## POLICY STATEMENT

The West Elgin Community Health Centre (“the Centre”) is committed to fostering a culture of belonging embracing workplace diversity, equity, and inclusion. As supported through the Centre’s Strategic Directions, we continually strive to promote a safe and welcoming workplace where discriminatory or oppressive behaviours are not tolerated.

This commitment inspires us to take purposeful action to support each other with dignity and respect and to be empowered to drive change.

## APPLICATION

This policy applies to practices in the Centre’s work context as they pertain to employees, volunteers, seconded individuals, students, and independent contractors.

As representatives of the Centre, we all have a responsibility to create an inclusive environment and respect the dignity and diversity of all people.

This policy is applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of our work environment built on the premise of diversity, equity, and inclusion.

The Centre acknowledges its responsibility for ensuring that all employment policies, practices, and procedures align with applicable legislation including the Ontario Human Rights Code.

## ADVOCACY, EDUCATION AND ALLYSHIP

With the support of the Justice, Equity, Diversity and Inclusion Committee, the Centre fosters an inclusive educational approach and cultivates a climate for change through advocacy, anti-oppression, anti-discrimination, anti-racism, cultural safety, and cultural humility teachings, ongoing allyship activities and opportunities to learn about, and celebrate, our workplace diversity.

<b>Policy Name:</b>	<b>DIVERSITY, EQUITY, AND INCLUSION IN OUR WORKPLACE</b>		
<b>Policy Number:</b>	<b>HR-401</b>	<b>Formerly</b>	<b>HR 1-2</b>

Please contact Human Resources and/or your Coordinator/Director with any concerns or questions about diversity, equity, and inclusion at our workplace.

**CROSS-REFERENCE:**

Policy HR-404	Recruitment and Selection of Staff
Policy HR-114	Accommodation
Policy AODA-108	IASR (including Employment Standard)
Policy ORG-101	Code of Conduct
Policy OHS-303/GOV-411	Workplace Violence and Harassment