

## **The Church of the Redeemer Non-Discrimination Policy**

### **Purpose**

The Church of the Redeemer adheres to clear policies concerning non-discrimination throughout the organisation. The Church of the Redeemer prohibits discrimination and harassment and protects the right to be free of hate activity, based on age, ancestry, citizenship, creed (religion), colour, disability, ethnic origin, family status, gender identity, level of literacy, marital status, place of origin, political affiliation, race, receipt of public assistance, record of offences, sex, sexual orientation, or any other personal characteristics.

### **Policy**

The Church of the Redeemer recognises diversity in regard to age, ancestry, citizenship, creed (religion), colour, disability, ethnic origin, family status, gender identity, level of literacy, marital status, place of origin, political affiliation, race, receipt of public assistance, record of offences, sex, sexual orientation, or any other personal characteristics.

The Church of the Redeemer believes in the dignity and worth of each individual and adheres to the Ontario Human Rights Code and Charter of Rights and Freedom.

The Church of the Redeemer recognises that a discriminatory incident may be intentional or unintentional, verbal or non-verbal. Discriminatory incidents may be subtle, passive or overt in nature; or comments or conduct which may poison the atmosphere. Avoidance, exclusion, rudeness, name calling, jokes, slurs, stereotyping, insults, threats and intimidation are expressions of discrimination and oppression which will not be tolerated within our organisation. The Church of the Redeemer also recognises the right of people to self-identify and self-define. Failure to acknowledge a person's stated gender identity, their gender expression, their pronoun or name preferences will be viewed as discrimination and not tolerated within our organisation.

The Church of the Redeemer also recognises that members of diverse, disadvantaged, marginalised, and oppressed groups may encounter systemic barriers to their full participation in society, and may also encounter barriers in their efforts to access services and derive equal benefit from service and programs.

The Church of the Redeemer's Non-discrimination Policy is adopted and applied within the context and spirit of the Charter of Rights and Freedoms, the Ontario Human Rights Code, and provincial policies on anti-discrimination.

The Church of the Redeemer is committed to the development, implementation and promotion of non-discriminatory values, attitudes and practices throughout all facets of our organisation with the goal towards mutual respect and an appreciation of all diversities.

The Church of the Redeemer ensures that access to and participation in its services and programs are available to all members of its community in an equitable manner, and that people may choose to preserve or share aspects of their culture and identity.

It is the responsibility of the Boards of Directors and the management to ensure that these principles are maintained within The Church of the Redeemer. In order to eliminate systemic and personal discrimination, The Church of the Redeemer takes responsibility for ensuring that:

- The Church of the Redeemer endeavours to attract Board Members, staff, volunteers, and students who are reflective of the diversity of the members of its community. Hiring of staff shall be in accordance with the Ontario Human Rights Code, which eliminates any systemic discrimination or barriers which may adversely affect persons from marginalised or oppressed groups.
- The Church of the Redeemer will attempt to attract Board members, staff, volunteers and students who themselves are sensitive to the human needs in all of us, and are aware of the diversity of its community, and who will abide by these policies.
- The Church of the Redeemer will encourage and provide opportunities for staff, Board members, volunteers and students to develop their knowledge, sensitivity and skills in areas related to diversity and anti-discriminatory education.
- The Church of the Redeemer will ensure that services and programs are sensitive to the needs of diverse groups; seek to eliminate barriers to full participation of oppressed groups and promote positive relations and attitudinal change towards disadvantaged groups.
- Communications, including all social media, e-mail, written, audio, visual and other resource materials, will reflect an environment of non-discrimination and present a balanced and positive portrayal of diverse minorities.
- The Church of the Redeemer will ensure that all policies are free from bias and stereotyping and discriminatory language of any kind.
- All Board Members, staff, volunteers and students are required to read, support and promote this policy.

- The Boards will regularly review the Anti-discriminatory Policy to monitor its implementation and progress.

## **Procedure for Reporting Discrimination and Harassment**

The procedures for reporting discrimination and harassment can be found in The Church of the Redeemer's Anti-Harassment and Anti-Violence Policy, which should be read in conjunction with this policy.

## **Glossary of Relevant Terms**

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**Race/Colour:** race is a socially constructed way of judging, categorising, and creating differences among people based on physical characteristics such as skin colour, eye, lips, and nose shape, hair texture and body shape.

**Nationality or Ethnic Origin:** Refers to a person's country of origin and may include language, dress, foods, and cultural values and traditions connected to place of origin, nation, tribal affiliation, religion, background or race.

**Religion:** Religion includes the practices, beliefs and observances that are part of a faith or religion. It does not include personal moral, ethical or political views. Nor does it include religions that promote violence or hate towards others, or that violate criminal law.

**Sexual Orientation:** Refers to the emotional and or physical relationships that a person is drawn to, and includes the spectrum of sexuality, including lesbian, gay, bisexual, transgender, and heterosexual.

**Sex :** Refers to whether a person is male or female as defined by their biological or reproductive organs. Sex within the Ontario Human Rights Code may also include gender identity. (See below.)

**Gender Identity:** Gender identity is linked to a person's sense of self, and particularly the sense of being male or female or where they identify on the gender continuum. A person's gender identity may be different from their birth-assigned sex.

**Gender Expression:** Gender expression refers to the collection of external characteristics and behaviours - that is, dress, mannerisms, speech patterns - traits that are socially defined as either masculine or feminine.

*Any questions about this policy should be directed to the Chair of the Human Resources Committee at The Church of the Redeemer.*