

The Church of the Redeemer Non-Discrimination Policy

A. Purpose

The Church of the Redeemer (“the Church”) is committed to diversity and social inclusion and to meeting its obligations under the Ontario *Human Rights Code* (“the *Code*”) and the *Accessibility for Ontarians with Disabilities Act* (“the *AODA*”) by providing welcoming programs and workplaces that respect the rights of every individual.

The Church prohibits discrimination and protects the right to be free of hate activity, based on age, ancestry, citizenship, creed, colour, disability, ethnic origin, family status, gender identity, gender expression, 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 purpose of this policy is to foster an inclusive environment and to prevent discrimination through greater awareness of and responsiveness to its harmful effects. This policy also ensures that human rights and accessibility-based complaints are dealt with promptly and effectively through consistently applied procedures.

B. Policy

The Church recognizes diversity in regard to age, ancestry, citizenship, creed, 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 believes in the dignity and worth of each individual and adheres to the *Code*, the *AODA*, other provincial policies that combat discrimination, and the values which underlie the *Charter of Rights and Freedoms*.

The Church recognizes 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 which will not be tolerated within our organization. The Church also recognizes 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 considered discriminatory and will not be tolerated within our organization.

The Church also recognizes that members of diverse, disadvantaged, marginalized, 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 is committed to the development, implementation, and promotion of non-discriminatory values, attitudes and practices throughout all facets of our organization, with the goal of achieving mutual respect and appreciation for diversity.

The Church 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.

C. Responsibilities

It is the responsibility of the Advisory Board and the Board of Management to ensure that the principles set out above are maintained at the Church. In order to eliminate systemic and personal discrimination, the Church of the Redeemer is responsible for:

- attracting 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 marginalized or oppressed groups.
- attracting 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.
- encouraging and providing opportunities for staff, Board members, volunteers, and students to develop their knowledge, sensitivity, and skills in areas related to diversity and anti-discriminatory education.
- ensuring that services and programs are sensitive to the needs of diverse groups; seeking to eliminate barriers to full participation of disadvantaged groups and promoting positive relations and attitudinal change towards disadvantaged groups.
- ensuring that 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.
- ensuring that all policies are free from bias, stereotyping and discriminatory language of any kind.
- ensuring that all Board Members, staff, volunteers, and students are required to read, support and promote this policy.

- ensuring that the Advisory Board and Board of Management will regularly review the Workplace Conduct Policy, and monitor its implementation and progress.

D. Procedure for Reporting Discrimination and Harassment

The procedures for reporting discrimination and harassment can be found in the Workplace Conduct Policy, which should be read in conjunction with this policy.

March, 2019