



DIVERSITY, EQUALITY AND ANTI-RACISM POLICY

CF North Okanagan recognizes the diversity of the Canadian society and is committed to the elimination of racism and all forms of discrimination.

CF North Okanagan subscribes to the Human Rights Code of British Columbia. No one shall discriminate against any client, employee or applicant for employment on the basis of that person's race, colour, ancestry, place of origin, political belief, religion, union affiliation, marital status, family status, physical or mental disability, gender, sexual orientation or age, or because that person has been convicted of a criminal or summary conviction offence that is unrelated to the employment or intended employment of that person.

The principles of equity for all races, languages, faiths and cultures are reflected in the organization's policies and procedures and relations with staff members and the community; where the communities that we serve, staff members of our organization, and those with whom we do business see themselves valued and reflected within the organization.

Promoting through all of its processes, practices and structures, CF North Okanagan endeavors to provide an environment which is free of discrimination and bias and where all individuals are treated with respect and dignity. CF North Okanagan works to eradicate discrimination and racism by identifying challenging barriers that exist in obtaining or accessing activities, programs and/or employment. To that end, CF North Okanagan fully supports and endorses the North Okanagan Community Response to Racism, Hate and Other Forms of Discrimination Protocol.