

**COMMUNITY CARE PETERBOROUGH****Standards, Policies, and Procedures**

Policy Name: Anti-Discrimination

Policy Number: CLI-1-45

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Date Approved: Dec 20, 2000

Date Reviewed: Sep 28, 2005; June 19, 2018

**SCOPE**

All employees, volunteers, and students.

**RATIONALE**

To affirm Community Care Peterborough's commitment to respecting the diversity of people using services and ensure compliance with the Ontario Human Rights Code.

**POLICY**

Community Care Peterborough (CCP) will strive to be reflective of the community it serves. CCP is committed to supporting inclusivity which recognizes and values the inherent worth and dignity of every person; fosters tolerance; sensitivity; understanding; and mutual respect; and encourages each individual to strive to reach their own potential.

CCP prohibits discrimination or harassment based on the following grounds, and any combination of these grounds: age, race, ancestry, place or origin, ethnic origin, creed, citizenship, sex (including pregnancy), gender identity, gender expression, sexual orientation, record of offences, marital status, family status and disability.

CCP recognizes that each person is unique and a product of their own unique life experience, which include cultural, racial, and other components. CCP sees individuals as people, not representatives of a particular group.

**PROCEDURE**

1. Community Care Peterborough will communicate in a manner which presents a positive and balanced portrayal of members of the community.
2. Community Care Peterborough will take steps to make all individuals feel safe when inquiring and/or receiving services, including:
  - a) Ensuring that the intake and registration process is open and transparent and encourages individuals to inquire about eligibility for services;
  - b) providing orientation and training to employees and volunteers to promote recognition and respect for all persons, including training on cultural/ethnic practices as appropriate;
  - c) ensuring services are sensitive to the needs of cultural groups and individuals; and
  - d) eliminating barriers to full participation.
3. Discrimination is a serious offence that is subject to disciplinary action in accordance with HR-10-20 and VM-3-50.

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Approved: DBlain  
(Signature, Executive Director)

Date: 19 June, 2018

**Reference**

CLI-1-80 Client Feedback, Complaints and Appeals

HS-1-60: Workplace Anti-Violence, Harassment and Sexual Harassment

HR-10-10 Progressive Discipline

VM-3-50: Counselling, Discipline, and Dismissal