

	Anti-Discrimination
---	----------------------------

Effective Date: September 26, 2023

Revision #: 3

SCOPE

All clients, employees, volunteers, and students.

RATIONALE

To affirm Community Care Peterborough’s commitment to respecting the diversity of people uses 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 of origin, ethnic origin, creed, citizenship, colour, sex (including pregnancy and breastfeeding), gender identity, gender expression, sexual orientation, record of offences, marital status, family status, disability, size, and a real or perceived association or relationship with a person identified by one of the above grounds.

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.

PROCEDURES

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;

	<p style="text-align: center;">Anti-Discrimination</p>
---	---

- 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. Clients or caregivers who have concerns about discrimination on any grounds related to CCP will be supported to report their concerns in accordance with policy CLI-1-80: Client Feedback, Complaints and Appeals.
4. Discrimination is a serious offence that is subject to disciplinary action in accordance with HR-10-20 and VM-3-50 .

RELATED POLICIES

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
 ADM-7-10: Accessibility

RELATED DOCUMENTS

REVIEWS AND REVISIONS

Date Approved (mmm dd, yyyy)	Comments
Dec 20 2000	Policy Approved
Sep 28 2005	Reviewed/Revised
Jun 19 2018	Reviewed/Revised
Sep 26 2023	Reviewed/Revised

Next Review Date:	September 2026
--------------------------	----------------