

Centennial Infant and Child Centre

CATEGORY: Working Conditions

DATE: January 2016

SUBJECT: Diversity and Inclusion

APPROVED BY: Barbara Hannah, Executive Director



DIVERSITY AND INCLUSION POLICY

Centennial Infant and Child Centre believes diversity is essential to creating an environment where all of our children, families, volunteers, students and staff – regardless of (but not limited to) age, disability, sex, gender identity, sexual orientation, racial, religious or cultural background – feel accepted and supported.

We make every effort to create an environment that respects and celebrates differences, reflecting the communities we serve and allowing everyone to reach their potential. Our commitment to diversity and inclusion is reflected in our inclusive employment & recruitment practices, in our facilities and service provision, and by exploring accommodation for person(s) who make their needs known. Centennial recognises its duty to accommodate to the point of undue hardship, and commits itself to an accommodation process that respects the Human Rights Code principle of dignity and privacy, inclusion and individualization.

Everyone at Centennial Infant and Child Centre must respect, and are entitled to enjoy all rights granted in Canadian and Global Human Rights standards. We abide by the Canadian Human Rights Act, Workplace Harassment and Violence Prevention Policy, Accessibility for Ontarians with Disabilities Act and the CICC Diversity and Inclusion Policy. Our commitment to upholding diversity and inclusion is based on the foundation that Centennial Infant and Child Centre will not tolerate discriminatory acts, speech or practices by any of our employees, students, volunteers or families.

I have read and understood Centennial Infant and Child Centre's Diversity and Inclusion Policy.

(Volunteer Name, please print)

(Volunteer Signature)

(Date Signed)