

The AIDS Committee of Ottawa

Anti-Racism and Anti-Oppression Policy

Statement of Principles:

The AIDS Committee of Ottawa (ACO) recognizes and values diversity, including but not limited to differences in ethnicity, gender identity, ancestry, place of origin, colour, citizenship, religion/spirituality, sexual orientation, age, marital status, family status, political affiliation and ability. We also acknowledge that members from these communities are not treated equally and often encounter barriers which hinder equal access to employment, education, information, activities, programs and services.

The ACO does not tolerate racism, prejudice or any form of discrimination. We are committed to achieving representation of the diversity of the Ontario community in employment and service delivery. We will work towards confronting and eliminating discriminatory or racist incidents and behaviour at the individual, organizational and societal level.

Goal:

The goal of the ACO in terms of this policy is to acknowledge, identify and develop anti-racist anti-oppression values, attitudes, knowledge and practices among staff, Board, guest facilitators, service-users and the community.

Purpose:

The Anti-Racism and Anti-Oppression Policy provides guidelines to ensure that policies, procedures, practices and programs of the ACO are consistent with the anti-racism and anti-oppression principles.

POLICY AND ACTIONS

Governance

The ACO is committed to achieving representation of the diversity of the Ottawa community on its Board of Directors by ensuring that it has an equitable and transparent nomination process, that this process is communicated to all members and that members are committed to outreach beyond the current membership if necessary to achieve this goal.

Employment

The ACO is committed to ensuring that members of equity seeking communities have equitable access to employment by achieving representation of equity seeking groups on its staff. This will

be reflected in the ACO's employment practices including recruitment, selection, staff development, performance evaluation, retention, promotion and termination.

The ACO is committed to maintaining an environment where all individuals are treated with dignity and respect and are free from all forms of discriminatory treatment, behaviour or practice. Discrimination, harassment, violence, and any other form of discriminatory practices will not be tolerated by the ACO. Discrimination does not have to be intentional. Systemic discrimination can result from practices or policies that appear to be neutral but, in reality, have a negative effect on groups or individuals based on race, religion, gender, etc.

Services

The ACO is committed to ensuring that its services and programs are accessible to diverse communities. This involves ongoing review of current outreach, communications, program planning and evaluation, to ensure this goal is being met. The Executive Director and staff will be responsible for the review of programs and operational issues, while the Board of Directors have responsibility to review all of ACO's policies to ensure compliance with the goal of anti-oppression.

The ACO will take into consideration provision of services to disadvantaged individuals, low-income persons, families in poverty, and equity-seeking communities.

Training and Education

The ACO is committed to ensuring that those involved in the delivery of services and programs have the knowledge, understanding and skills to work with and provide services to members of diverse communities, particularly equity-seeking communities.

Information and Communications

The ACO is committed to ensuring that all of its communications, including information on its services and programs, are accessible to diverse communities.

Records

When remedial action requires discipline of an employee, a record of the disciplinary action will be placed on an individual's personnel file. All other records of the investigation will be kept separate and apart from the personnel file. Incidents involving individuals other than staff shall be kept on record in a file for that specific purpose to be maintained by the Executive Director.

Ontario Human Rights Commission

This internal procedure is available to individuals to resolve complaints of discrimination. Parties also have recourse to the Ontario Human Rights Commission; however, once a grievance is filed with OHRC, the internal procedure is not an option. In no way should this bar to the

internal procedure be construed as limiting the ACO's ability to properly investigate and ameliorate any ongoing concerns.

See attached Appendix "A" - ARAO *Definitions*

Approved August 11, 2010