

Resource Opportunities Centre Inclusivity Policy

The purpose of this policy is to affirm the commitment of the Resource Opportunities Centre in creating an inclusive, welcoming, safe and supportive environment for all individuals, regardless of their background, identity, or circumstances relating to any and all affiliations belonging to the ROC.

Scope:

1. This policy applies to all members, visitors, staff, volunteers, and partners of any and all Resource Opportunities Centre operations.

Definitions:

1. **Safe:** without risk of harm (mentally, physically, and emotionally).
2. **Welcoming:** where members feel safe, respected, and comfortable in being themselves and expressing all aspects of their identities. It is a place where each person shares a sense of belonging with its other members.
3. **Inclusive:** anyone and everyone can participate regardless of their abilities or identities.
4. **Supportive:** to provide help or assistance to each individual.
5. **Community:** a group of people with a shared socially significant characteristic, such as place, set of norms, culture, religion, values, customs, or identity.
6. **Culture/Cultural:** encompasses the behavior, and norms found in human societies, as well as the knowledge, beliefs, arts, laws, customs, capabilities, and habits of the individuals in various groups.

Core Principles:

1. **Respect and Dignity:** Every individual will be treated with respect and dignity. Discrimination, harassment, or exclusion based on race, ethnicity, nationality, gender, gender identity, sexual orientation, age, religion, disability, socio-economic status, ability, or any other characteristic will not be tolerated.
2. **Equity and Access:** We are committed to providing equitable access to our programs, services, and facilities. This includes making reasonable accommodations for individuals ensuring that our services are accessible to all community members.
3. **Diversity and Inclusion:** We celebrate and value diversity. We strive to create an environment where all voices are heard and everyone feels valued and included.
4. **Program Creation:** Community members who identify with any demographic will be able to request and/or provide programs and/or services that directly support that demographic. Such programs may include; gender specific programs, age specific programs, cultural programs, and 2SLGBTQIA+ programs.

Policy Statements:

1. **Non-Discrimination:** The Resource Opportunities Centre will not discriminate against any individual or group. We will take proactive steps to ensure that our policies, practices, and activities promote inclusivity and do not exclude or disadvantage anyone.
2. **Accommodation:** Reasonable accommodations will be made to ensure that individuals with specific needs can participate fully in our programs and activities. This includes physical, and mental safety as well as tailored support as needed that is within the control of the Resource Opportunities Centre.
3. **Cultural Sensitivity:** Programs and services will be designed and delivered in a manner that is culturally sensitive and respectful. We will seek to understand and incorporate the diverse cultural backgrounds of our community members into our programs and services.
4. **Anti-Harassment:** Harassment in any form, including but not limited to verbal, physical, or online harassment, will not be tolerated. We will provide clear



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procedures for reporting and addressing harassment, ensuring that complaints are handled promptly and effectively.

5. **Inclusive Language:** All communication, whether written, verbal, or digital, will use inclusive language that respects all individuals. We will avoid language that could be considered discriminatory or offensive.

Implementation and Responsibilities:

1. **Staff Training:** All staff and volunteers will receive training on inclusion, cultural competency, and anti-discrimination practices. Ongoing education will be provided to ensure that our team is equipped to support an inclusive environment.
2. **Program Development:** Inclusivity will be a key consideration in the development and delivery of all programs and services. We will regularly review and adapt our offerings to meet the needs of our diverse community.
3. **Feedback and Improvement:** We will actively seek feedback from community members on our inclusive efforts and use this information to make continuous improvements. Feedback mechanisms will be accessible and responsive.

Reporting and Resolution:

1. **Reporting Mechanism:** Community members can report incidents of discrimination, harassment, or exclusion to designated staff members or through an anonymous reporting system. All reports will be taken seriously and investigated promptly.
2. **Resolution Process:** Complaints will be addressed through a fair and transparent process, ensuring confidentiality and protection from retaliation for those who report incidents. Appropriate actions will be taken to resolve issues and prevent recurrence.

Review and Accountability:

1. **Regular Review:** This policy will be reviewed annually to ensure its effectiveness and relevance. Updates will be made as necessary to reflect changes in laws, best practices, and community needs.
2. **Accountability:** The Resource Opportunities Centre Board of Directors and its designates are responsible for enforcing this policy and ensuring that all aspects of our operations are inclusive. Regular reports on inclusive initiatives and outcomes will be provided to the community and stakeholders.

Commitment to Community:

We are committed to fostering a community where everyone feels safe, respected, and valued. We believe that inclusivity strengthens our community and enhances the experiences of all members.

Contact Information:

For questions, concerns, or more information about this policy, please contact The Resource Opportunities Centre

By participating in any of the Resource Opportunities Centre's owned programs, events, or organizations, all members, visitors, staff, and volunteers agree to uphold the principles and practices outlined in this Inclusivity Policy.