

# **HBBS ANTI-DISCRIMINATION POLICY**

Approved by HBBS Executive Directors: Pat Monaghan, Art Theberge, Rusty Rustenburg

Executive Board

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## **1.0 RATIONALE**

The Highlands Buckslide Blues Society(HBBS)supports and promotes equity, diversity and inclusion at every level within the organization – including among our staff, volunteers and grantees. HBBS is committed to adhering to the Ontario Human Rights Code.

## **2.0 PURPOSE**

HBBS affirms **its strong commitment** to principles of equity, diversity and inclusion and will neither discriminate in any of its practices nor tolerate discrimination by grantees. This policy applies to all activities of HBBS and grantees, including but not limited to employment, grant making, purchasing, strategic partnerships, selecting vendors or consultants, and all other uses of public funds.

## **3.0 POLICY**

### **3.1 Protected Grounds**

HBBS prohibits actions that discriminate contrary to the Human Rights Code on any of the following grounds:

- age
- ancestry
- colour
- race
- citizenship
- ethnic origin
- place of origin
- creed
- disability
- family status
- marital status
- gender identity
- gender expression
- sex (including pregnancy and breastfeeding)
- sexual orientation

- receipt of public assistance
- record of offences

### **3.2 Partnerships and Sponsorships**

HBBS will not support partners, sponsors or share projects organizations that engage in discrimination against persons contrary to the Human Rights Code, including in staffing, participant eligibility or program content.

All grant applicants and grantees are required to confirm that they will follow this policy.

### **3.3 Penalties that may Occur**

Discrimination will not be tolerated, condoned, or ignored by HBBS. If a claim of discrimination is proven, disciplinary measures will be applied. For staff, disciplinary measures may include suspension, suspension without pay, or termination of employment. For volunteers, disciplinary measures may include the suspension or termination of volunteer status and eligibility to volunteer. For grantees, disciplinary measures may include rescission of a grant or grants, a suspension of eligibility for funding until the grantee can prove that it has taken appropriate steps to remediate discriminatory practices, or the revocation of the eligibility of the grantee to apply for Not for Profit funding in the future.

## **4.0 DEFINITIONS**

### **Discrimination:**

Unfair or prejudicial treatment of individuals or groups on the basis of grounds listed in section 3.1. Discrimination, whether intentional or unintentional, has the effect of preventing or limiting access to opportunities, benefits, or advantages that are available to other members of society. It is not a discriminatory practice to adopt or carry out a special program designed to relieve hardship or economic disadvantage, or to assist disadvantaged persons or groups to achieve or attempt to achieve equal opportunity, or that is likely to contribute to the elimination of the infringement of rights under the Human Rights Code.

**Equity:** The recognition of the dignity and worth of every person and the provision of equal rights and opportunities without discrimination that is contrary to law. Equity does not mean treating people the same without regard for individual differences.

**Diversity:** The presence of a wide range of human qualities and attributes within a group, organization, or society. Dimensions of diversity include but are not limited to age, ancestry, colour, culture, ethnic origin, gender expression, gender identity, language, physical and intellectual ability, race, religion, creed, sex, sexual orientation, and socio-economic status.

**Inclusion:** The creation of a climate of understanding and mutual respect for the dignity and worth of each person so that each person feels a part of the community and able to contribute fully to the development and well-being of the community.

**Political Activity:**

An activity is considered political activity:

1. explicitly communicates a call to political action (that is, encourages the public to contact an elected representative or public official and urges them to retain, oppose, or change the law, policy, or decision of any level of government in Canada or a foreign country);
2. explicitly communicates to the public that the law, policy, or decision of any level of government in Canada or a foreign country should be retained (if the retention of the law, policy or decision is being reconsidered by a government), opposed, or changed; or
3. explicitly indicates in its materials (whether internal or external) that the intention of the activity is to incite, or organize to put pressure on, an elected representative or public official to retain, oppose, or change the law, policy, or decision of any level of government in Canada or a foreign country.