

Date Approved : October 26, 2000

Date of Last Revision: April 8, 2004

Approved by : Board of Directors

Date of Last Review:

SUBJECT : **ANTI-DISCRIMINATION**

Approved by: Management

ANTI-DISCRIMINATION

WHEREAS *Racism* is a belief system which subordinates individuals or groups because of race, colour, ethnicity or sexual orientation; AND is a prejudicial practice which uses power to the advantage of one group, viewed as dominant over another, viewed as a minority; AND institutional structures and practices that exclude groups on the basis of race, colour, ethnicity or sexual orientation form the basis and breeding ground for systematic racism and allows individual acts of discrimination to go unchecked,

AND WHEREAS *Discrimination* is a behaviour based on prejudicial feelings and attitudes and lead to differential negative treatment of persons based primarily on physical and biological differences; AND discriminatory behaviour may be intentional or systematic and serves to restrict and prevent access or participation in programs and services, institutions, employment, education and accommodation; AND power and control are elements exercised in discriminatory practices on social, economic and political levels,

BE IT RESOLVED THAT South-East Ottawa CHC is committed to take all necessary steps to promote and celebrate the racial, cultural, sexual orientation and linguistic diversity of the community we serve. The Centre will ensure full representation and reflection of the population in all its diversity in the development, implementation and evaluation of policies and programs; AND is committed to implement fair and equitable employment practices by developing hiring, recruitment and promotion processes that are free of bias and support principles of equity.