



Everyone needs a home

HFS Diversity and Inclusion Policy

GENERAL PRINCIPLES

Homes First's aim is to foster an environment where residents, employees, and volunteers feel recognized, valued, and respected. This Policy is intended to act as a positive step towards the elimination of oppression.

Homes First is committed to creating a diverse and inclusive culture based on equality at all levels of the organization. Homes First strives for gender balance and does not discriminate based on race, ancestry, place of origin, colour, ethnic origin, citizenship, creed (religion), sex, sexual orientation, gender identity, gender expression, age, marital status, family status, disability, or the receipt of public assistance.

We recognize the importance of inclusion and the barriers that prevent marginalized and oppressed groups from accessing services and opportunities. This policy is in place to promote equal access and participation in the Homes First community and applies to all internal and external groups and individuals associated with Homes First that participate in any programs and projects undertaken on behalf of the agency, and in all departments and properties of Homes First.

Policy:

Homes First strives to:

- Develop and deliver programs and services that accommodate the diverse needs and groups of people and eliminate systemic barriers, giving priority to marginalized individuals.
- Create a community that is free of bullying, harassment, victimization, and unlawful discrimination, promoting dignity and respect for all.
- Provide opportunities for training to all staff to develop their full potential, so their talents and resources can be fully utilized to maximize the effectiveness of the organization.
- Ensure management takes seriously any complaint of bullying, harassment, victimization, and unlawful discrimination by fellow employees, residents, volunteers, visitors, and the public.

Homes First Society is committed to creating and maintaining an environment in which all individuals are treated with dignity and respect, provided with equal treatment and opportunity, and are free from unlawful harassment and discrimination, as per all relevant legislation, in addition to the HFS Workplace Discrimination, Harassment, and Bullying Policy.

- Revised on January 3, 2017.
- Approved by the HFS Governance and Nominating Committee on January 10, 2018; to be reviewed in 2023.
- Approved by the HFS Board of Directors on January 23, 2018.
- This Policy applies to all of Homes First.