

Equity and Anti-Discrimination Policy

PURPOSE

To emphasize that Alongside Hope does not discriminate and does not tolerate discrimination in the exercise of its mandate and mission and adheres to the principles of equity, diversity, inclusivity, and accessibility (EDIA).

APPLICATION

This policy applies to all directors, members, employees and agents of Alongside Hope. This policy also pertains to external partners as elaborated in our Partnership Policy.

DEFINITION

For the purpose of this policy:

Accessibility: Accessibility refers to the design of products, devices, services, or environments for people who experience all forms of disabilities.

Discrimination means any form of unequal treatment whether imposing extra burdens or denying benefits. It may be intentional. It may involve direct actions that are discriminatory on the face, or it may involve rules, practices or procedures that appear neutral but disadvantage certain groups of people. Discrimination may take obvious forms or may happen in very subtle ways.

Diversity: Celebrates the myriad backgrounds, experiences, & perspectives that individuals bring to the table. In the nonprofit sector, this means recognizing and valuing the varied voices of stakeholders, from beneficiaries to donors.

Equity: Goes beyond equality. While equality offers everyone the same resources, equity ensures that resources are distributed based on individual needs, ensuring that everyone has an equal opportunity to succeed.

Inclusion: Is about creating an environment where everyone feels valued, heard, and empowered to contribute. For nonprofits, this translates to inclusive programs, policies, and practices that resonate with the diverse communities they serve.

The Management Team: is the highest senior team of Directors and leaders in an organization, including the top leader in Alongside Hope. The positions are – the Executive Director, the Director of Finance, the Director of Programs and Partnership and the Director of Fundraising and Supporter Relations.

POLICY

- Alongside Hope will not discriminate against anyone on the grounds prohibited under the Canadian Charter of Rights and Freedoms, the Canadian Human Rights Act and the Ontario Human Rights Code, or perception that any of these grounds applies, including
 - age
 - creed
 - sex (including pregnancy and breastfeeding)
 - sexual orientation
 - gender identity



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- gender expression
 - family status (such as being in a parent-child relationship)
 - marital status (including married, single, widowed, divorced, separated or living in a conjugal relationship outside marriage, whether in a same sex or opposite sex relationship)
 - disability
 - race
 - ancestry
 - place of origin
 - ethnic origin
 - citizenship
 - colour
 - record of offences for which a pardon has been granted or in respect of which a record suspension has been ordered
 - association or relationship with a person identified by one of the above grounds
 - genetic characteristics
- Action will be taken to ensure an inclusive environment which takes into consideration EDIA principles and guards against discrimination by putting appropriate procedures in place for
 - hiring of staff
 - selection of volunteers and vendors
 - working conditions
 - provision of services
 - a fair and effective complaints process
- Through the Management Team, those to whom this policy applies will be made aware that discrimination is unacceptable and incompatible with the standards of Alongside Hope as well as being a violation of the law. They will also be made aware that we adhere to EDIA principles.
- All are expected to cooperate fully in any investigation of a discrimination complaint.

AMENDMENT

This policy may be amended by the Alongside Hope Board.

Adoption Date: January 2013

Review Date: July 2024

Amendment Date: July 2025