

**Policy Title: Diversity and Equal Opportunity**

Category:	<input type="checkbox"/> Institutional - Board <input type="checkbox"/> Academic - Administrative <input checked="" type="checkbox"/> Institutional - Administrative <input type="checkbox"/> Employment - Administrative		
Approved by:	<input type="checkbox"/> Board <input checked="" type="checkbox"/> President		
Date approved:	February 25, 2021	Effective date:	February 25, 2021
Policy Sponsor:	Vice President, Administration and Finance	Date last reviewed:	February 25, 2021
Date of Mandatory Review (expiry date):	February 2026	Date of last revision of Procedures:	February 25, 2021

**1. POLICY**

1. CMCC is dedicated to providing an atmosphere free from barriers in order to promote equity and celebrate diversity of the CMCC Community.
2. CMCC will foster an environment that respects people's dignity, ideas and beliefs and will strive to provide a culturally safe, respectful workspace.
3. CMCC will demonstrate its commitment by providing a supportive work and learning environment and a corporate culture that welcomes and encourages equal opportunities.
4. CMCC is mandated by legislation that prevents discrimination on the basis of protected grounds; as well as internal policies that are inclusive, equitable and promote diversity.
5. Each individual is responsible for ensuring the principles outlined in this policy are adhered to throughout all business and learning activities.

**2. PURPOSE**

To express principles which must be observed by the CMCC Community in order to maintain a welcoming and inclusive environment.

**3. SCOPE**

The CMCC Community.

#### 4. INFORMATION AND COMPLIANCE PLANS (not a comprehensive list)

As part of its commitment to broadening the institution's understanding of inclusivity and diversity, CMCC has created Guidelines for Inclusive Language to educate the community on inclusive language and support the community in applying inclusive language in its everyday interactions.

- Canadian Human Rights Commission
- Ontario Human Rights Code

#### 5. RELATED POLICIES (not a comprehensive list)

- Academic Accommodation for Students with Disabilities
- Accessibility – Customer Service for Persons with Disabilities
- Accessibility – Integrated Regulation: Employment Standards
- Accessibility – Integrated Regulation: Information and Communications Standards
- Employment Cycle
- Smoke Free
- Substance Use and Impairment
- Sexual Violence, Assault and Harassment
- Workplace Violence and Harassment

#### 6. DEFINITIONS

CMCC community includes employees (including temporary workers, contractors, consultants, unpaid work experience students and volunteers), students, and Board Members.

Cultural safety means an environment which is spiritually, socially and emotionally safe, as well as physically safe for people; where there is no assault, challenge or denial of their identity, of who they are and what they need. (Williams, 1999) Cultural safety extends beyond acquiring knowledge about 'other cultures' and developing appropriate skills and attitudes and moves to interventions that acknowledge and address biases and stereotypes. It requires individuals, as well as organisations, to acknowledge and address their own biases, attitudes, assumptions, stereotypes, prejudices, structures and characteristics.

<b>New Policy Approved (date):</b>	
<b>Policy Revision History (dates):</b>	December 13, 2011 February 25, 2021 (includes religious) Accommodation Dec 2011)

-----**END OF POLICY**-----

**7. PROCEDURES**

1. CMCC will strive to provide accommodations for individuals who require.
2. All forms and procedures used within CMCC for the purposes of employment and student admissions, human resources and student administration, and patient treatment, must comply with the principles contained within this policy.
3. CMCC will endeavor to enhance the cultural safety of its community and may use various training and other resources to foster this initiative.

<b>New Procedure Approved (date):</b>	
<b>Procedure Revision History (dates):</b>	December 13, 2011 February 25, 2021

**8. ATTACHMENTS**

None.