

## Discrimination Policy

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Adopted date: Apr 12, 2023	Amended date:	Next Review: 2028
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### OBJECTIVE

The Van Anda Improvement District (VAID)'s anti-discrimination policy explains how we prevent discrimination and protect our personnel from offensive and harmful behaviors. VAID complies with all anti-discrimination laws and explicitly prohibits offensive behavior (e.g., derogatory comments towards colleagues of a specific gender or ethnicity.)

### DEFINITIONS

"Personnel" all employees, Trustees, firefighters, volunteers, and contractors

"Trustee" Member of the Board voted in at an AGM

"VAID" Van Anda Improvement District

### SCOPE

This policy applies to all employees, Trustees, firefighters, volunteers, and stakeholders.

### POLICY

Discrimination is any negative action or attitude directed toward someone because of protected characteristics, like race and gender. Other protected characteristics are:

- Age
- Religion
- Ethnicity and nationality
- Disability and medical history
- Marriage and civil partnership
- Pregnancy, maternity, and paternity
- Gender identity and sexual orientation
- Discrimination and harassment

VAID will not tolerate any kind of discrimination that creates a hostile and unpleasant environment for any personnel.

We recognize that sometimes discrimination is unintentional, as we may all have unconscious biases that could be difficult to identify and overcome. In cases where the Trustees conclude that an individual unconsciously discriminates, we will support them in processes that mitigate biases.

### RELATED DOCUMENTS

- Conflict Resolution Policy
- Workplace Bullying and Harassment Policy
- Canadian Human Rights Act
- Canada Labor Code