

# Diversity Policy

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## Intent

The United Way of Sarnia-Lambton is dedicated to providing an atmosphere free from barriers in order to promote equity and diversity. We celebrate and welcome the diversity of all employees, stakeholders and external personnel. It is the policy of The United Way of Sarnia-Lambton to foster an environment that respects people's dignity, ideas and beliefs thereby ensuring equity and diversity in employment. We demonstrate our commitment to this by providing a supportive work environment and a corporate culture that welcomes and encourages equal opportunities for all employees.

## Guidelines

The United Way of Sarnia-Lambton has specific policies in place to prevent any discrimination on the basis of the protected grounds in any employment, volunteer, or external personnel matter. As such, The United Way of Sarnia-Lambton is dedicated to promoting diversity within the workplace.

All personnel actions regarding hiring, compensation, promotion, benefits, job assignments, transfers, lay-offs, return from lay-offs, company sponsored programs, recruitment or events, etc. will be taken without regard to race, colour, creed, religion, sex, gender identity, gender expression, family status, age, language or national origin.

The United Way of Sarnia-Lambton will ensure that accommodations are made for individuals who require them. Individuals are encouraged to let The United Way of Sarnia-Lambton management know of any accommodations that should be made.

## Cultural Competence

The United Way of Sarnia-Lambton will ensure that employees, and to the best of its ability, stakeholders, are culturally competent and may use various training initiatives to foster these competencies. These training initiatives may include:

- Allowing awareness of one's own cultural view
- Encouraging positive attitudes towards cultural differences
- Obtaining knowledge of differing cultural practices and views
- Teaching cross-cultural skills

## Hiring Practices

The United Way of Sarnia-Lambton is dedicated to recruiting and retaining a qualified workforce. By valuing a diverse workforce, The United Way of Sarnia-Lambton is committed to hiring practices that are fair and equitable. The United Way of Sarnia-Lambton will always hire the most qualified candidate for a position. We will ensure that the search and hiring process is fair and equitable so the appropriate qualifications of each candidate are the only criteria upon which a hiring or promotion decision is made.