



Native Montréal Montréal Autochton

LGBTQ/2S+ Inclusion policy

Native Montreal is committed to providing a safe and inclusive environment for all employees and services users. As an organization, we are committed to including all people regardless of gender identity, gender expression or sexual orientation and to respecting everyone's gender identity, gender expression and sexual orientation. We are committed to creating an organizational environment that recognizes the dignity and worth of each person. We are committed to maintaining privacy and confidentiality. We are committed to respecting the diverse social and cultural backgrounds of each person. We are committed to values of respect, integrity, and honesty. As an organization, we are committed to these basic principles so that everyone can thrive and reach their fullest potential.

Policy

Native Montreal believes that all people have the right to access services regardless of their gender identity, gender expression or sexual orientation. Native Montreal strives to remove barriers based on gender identity, gender expression or sexual orientation, and we work to create an inclusive environment. Native Montreal will ensure that all our members are treated with dignity. This policy is applicable to all staff, board members, volunteers, service users, management, and the general public.

Native Montreal encourages all people regardless of gender identity, gender expression or sexual orientation to participate fully and to access our services, employment, governance structures, and volunteer opportunities. We will make every effort to see that our structures, policies, and systems reflect the entire community and promote equitable access for all. This policy is intended to act as a positive force for equity and the elimination of all discriminatory behaviour.

Board members, staff, and service users will refer back to the Québec Charter of Human Rights and Freedoms and the Canadian Human Rights Act for areas of discrepancy or concern. Gender identity, gender expression and sexual orientation are prohibited grounds of discrimination and harassment. This means that you cannot be treated differently because of your gender identity, your gender expression or sexual orientation. As well, you cannot be the target of offensive and repeated remarks or behavior because of your gender identity, your gender expression or your sexual orientation. These situations are contrary to the Québec Charter of Human Rights and Freedoms and the Canadian Human Rights Act.

Scope of this policy

This policy applies to all of our organization's employees, contractors, volunteers, students, community members/participants, board of directors, and visitors.

Adopted 2018/06/18