

Operational Policies and Procedures – General Diversity and Inclusion

Policy

The Reh-Fit Centre (the “Centre”) welcomes individuals of all ethnicities, backgrounds, beliefs, abilities and gender. We see diversity and inclusion as connected to our mission of enhancing the health and well-being of our members and the community.

We promote diversity and inclusion at the Centre in our programs and facilities and in our employment opportunities. More particularly, we strive to maintain an environment where all people feel valued, respected, and included by:

- Providing reasonable accommodation to anyone with specific needs in accordance with our *Reasonable Accommodation Policy*.
- Maintaining a workplace free from harassment and violence in accordance with our *Respectful Workplace Policy*.
- Respecting the rights of individuals of all genders and gender identities in accordance with our *Gender Inclusion Policy*.
- Providing accessible customer service in accordance with our *Accessible Customer Service Policy*, along with the specific accessibility features of our facility, exercise equipment, our buddy system and our financial assistance program (all as described in our Member and Client Handbook).

We will continuously seek to identify and remove barriers to employment and membership in the Centre.

We will also strive to provide on-going information and education to our stakeholders to help promote diversity and inclusion.

Associated Documents/Operational Forms

Reasonable Accommodation Policy
Respectful Workplace Policy
Gender Inclusion Policy
Accessible Customer Service Policy
Meeting Room Rates & Details
Member and Client Handbook
Buddy Policy
Financial Assistance Policy

Document History

Origin Date: May 27 2019
Revision Approval Dates:
Last Review Date: