

## Inclusion, Diversity and Anti-Discrimination Policy

Immigrant Services Guelph-Wellington (ISGW) is committed to building an inclusive and diverse organization for the cultural communities we serve. Our commitment to diversity, inclusion and anti-discrimination extends to our employees and volunteers. Specifically, ISGW prohibits racial comments and discriminatory slurs based on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, veteran status, disability or other characteristic protected by law. We reserve the right to deny services and access to programs, if any member of the community is not able to comply with our Inclusion, Diversity and Anti-Discrimination Policy. This includes clients who make racial comments directly or indirectly to our staff and volunteers. Our zero tolerance for discriminatory comments underscores our commitment to creating a fair and safe workplace.