



Anti-Discrimination and Anti-Racism Policy

The **objective** of this **Policy** is to ensure that people are respected for their unique attributes, and not excluded, harassed, or bullied in any way, through a Board member's unconscious bias, racialized or discriminatory actions, or unlawful actions that may form the basis of discrimination, harassment, or victimisation. Embracing diversity means acknowledging, understanding, and appreciating the differences between individuals and developing an environment that enhances their value.

Racism: Racism is any individual action, or institutional practice, which treats people differently because of their colour or ethnicity. Racism prevents diverse people from achieving equality of opportunity and outcomes. It impacts the emotional and physical well-being of individuals and leads to social disintegration.

Discrimination: Discrimination is any action, including but not limited to direct actions, organization materials, digital platforms, speeches, and publications, that promote or communicate discriminatory treatment on any grounds.

Racism and discrimination may be based on, but not limited to, age, culture, colour, race/ethnicity, religion/religious beliefs, values, disability/physical ability, gender, sexual orientation, mental capacity, level of education, and political affiliations.

In its actions, policies, and practices, the Pinawa Chamber of Commerce Board fully subscribe to and encourages compliance with the Manitoba Human Rights Code. Racism and discrimination will not be tolerated, condoned, or ignored by the Pinawa Chamber of Commerce Board. We expect that digital platforms will not foster or disseminate hate, violent extremism, or criminal content.

If a claim of discrimination or racism is proven, disciplinary measures will be applied. A Board member may be expelled from the Chamber by a majority vote of the Board at any regular Board meeting. No Board member may be expelled without being notified of the complaint against them and without first being given the opportunity of being heard by the Board at a meeting called for that purpose. Based on the claim, Board members may receive a first warning, with termination after a second warning.

All Board members have read, support, and promote this policy.

Signature:

Date:

