

North Bay and Area Social Planning Council
Anti-Racism Policy



1. Objectives - Policy statement

1.1 The North Bay and Area Social Planning Council (NBASPC) rejects all forms of racism. It is committed to the elimination of racial discrimination – including direct and indirect racism, racial vilification and harassment – in its organization, structures and culture, and in the learning and working environments for which it is responsible.

1.2 No employee, volunteer or community member should experience racism within the learning or working environments of the NBASPC.

1.3 Eradicating expressions of racism in learning and working environments, and challenging the attitudes that allow them to emerge, is the shared responsibility of all staff and volunteers of the NBASPC.

1.4 NBASPC's policies, procedures and relationships with staff, members and the communities, in which we work and live, will reflect our commitment to the principles of equity.

1.5 All staff and volunteers contribute to the eradication of racism by promoting acceptance of Canada's cultural, linguistic and religious diversity, challenging prejudiced attitudes and ensuring that sanctions are applied against racist and discriminatory behaviours.

2. Audience and applicability

2.1 The policy applies to all staff, Board Members and volunteers with the NBASPC.

3. Responsibilities and delegations

3.1 The Board of Directors are responsible for ensuring the implementation and monitoring of the policy so that racism does not occur in the NBASPC's policies, practices and structures.

3.2 All staff, Board Members and volunteers are responsible for monitoring their own behaviour to ensure that it does not result in anyone experiencing racism.

4. Implementation

4.1 The NBASPC will review and revise practices, policies and procedures to be consistent with equity principles.