

NUMBER: 2.4

TITLE: ANTI-RACISM/ANTI-OPPRESSION POLICY

APPROVED: May 22, 2012

REVISED: March 24, 2015

SECTION: Overarching Policies, Procedures and Protocols

SACHA is committed to providing an organizational environment that is free from racism and all forms of oppression where personal worth and dignity are respected. This policy encompasses all forms of discrimination and oppression including but not limited to: ableism, ageism, anti-Jewish oppression, classism, heterosexism, racism, genderism and sexism.

The anti-racism/anti-oppression policy is in effect at all locations where organizational activities are conducted. This policy applies to all who work (paid or unpaid) at SACHA and individuals who receive services from SACHA. SACHA will ensure that all members and service users have access to this policy.

SACHA's anti-racism/anti-oppression policy complies with the Ontario Human Rights Code which is intended to protect provincial residents against discrimination within multiple contexts including employment and service provision.

Definitions

Racism:

Racism is a system of interconnected and mutually reinforcing institutional, cultural and individual beliefs and practices that privilege people who are deemed to be white over people from racialized communities. Racism confers benefits to people with white skin based solely on skin colour; it instructs that individuals with white skin are inherently superior and possess greater human value. Racism oppresses people from racialized communities, denies their human rights and dignity and curtails full participation in political, economic and social communities.

Discrimination:

The act of judgment or treatment of individuals, both explicitly and implicitly, based on an identifiable or assumed social identity or categorization (e.g. – race, sexual orientation, age, disability, class, etc.). Assumptions about the nature and meaning of a social identity are frequently based on false and oppressive beliefs. This results in differential treatment of people and perpetuates social and class distinctions that grant privilege to the power group and deny equity and equality.

Oppression:

Power used by a socially defined dominant group to establish control over a non-dominant group and perpetuate an unjust distribution of societal power and resources. The dominant group takes the authority to define social values and norms that privilege themselves while silencing, suppressing and excluding the participation of non-power groups. Over time, the use of oppressive power becomes normalized and invisible.

PROCEDURES:

1. All staff, students and volunteers of SACHA are responsible for the implementation of this policy. Each person is responsible for ensuring that their behaviour is in accordance with the terms of this policy and that they strive to create an environment free of oppression and discrimination.
2. The Management Committee (MC) will ensure the inclusion of the Anti-Racism/Anti-Oppression Policy in all SACHA policies, procedures and practices. The MC will support the Director to develop, maintain and execute the requirements of the Anti-Racism/Anti-Oppression Policy at an operational level.
3. In keeping with its ethical and legal responsibilities, SACHA will treat all complaints of racism/oppression as a serious matter. All complaints will be investigated utilizing the Formal Complaints Policy and Procedure – Internal (# 2.7).
4. Organizational failure to respond to complaints appropriately and in accordance with the Formal Complaints Policy and Procedure – Internal (#2.7) is considered a violation of the duty to create a racism/oppression free environment. Any person found responsible for racist or oppressive actions could be dismissed from employment/volunteering or denied access to services.
5. The process to bring forward a complaint is outlined in the Formal Complaints Policy and Procedure – Internal (#2.7).