

Stance

Workplace Diversity & Inclusion

Purpose

As outlined in the employee handbook, Stance Healthcare is committed to workplace diversity and inclusion. We strive to maintain this commitment by embedding it into the way in which we conduct all aspects of our business.

Definitions

Diversity: the range of characteristics that make individuals unique. These characteristics include, but are not limited to, national origin, race, colour, language, ancestry, disability, gender, age, ethnicity, gender identity, sexual orientation, creed, religion, socio-economic status and family structures.

Inclusion: creating an atmosphere that promotes a sense of belonging where everyone feels valued and respected for how they are unique. In an environment that is inclusive, everyone is valued for their differences so everyone can fully participate and thrive.

Discrimination: includes not individually assessing the unique merits, capacities and circumstances of a person, instead making stereotypical assumptions based on a person's presumed traits. Discrimination has the impact of excluding persons, denying benefits, or imposing burdens.

Policy

In following the Ontario Human Rights Code, during the hiring, training, retention, promotion and termination of employment, Stance Healthcare will not discriminate against any person. It is Stance's policy to protect employees and associates from discrimination and harassment and take the steps necessary in order to put an end to unacceptable conduct. Stance achieves this by taking a zero-tolerance approach to workplace harassment, which is considered to be a negative act towards one or more individuals, resulting in a hostile work environment. Stance focuses on the creation of a hospitable and welcoming environment that encourages the interaction of all employees, without regard to individual characteristics.

In addition to placing emphasis on the protection of our employees, we also recognize and strongly believe in the benefits of sustaining a diverse and inclusive workforce. Studies have proven that companies that create a diverse work environment such as ours, increase their innovation and creativity. Our commitment to diversity and inclusion helps to ensure that our employees have a broad range of skill sets and bring wider perspectives when brainstorming and problem solving. This in turn contributes directly to our success in living one of our key core values: Excellence is a moving target, through which we continuously strive to be better tomorrow than we are today. For more information about inclusiveness and diversity, please see your manager or a member of the HR department.

Resources:

<https://www.ohrc.on.ca/en/ontario-human-rights-code> <https://aoda.ca/>
<https://www.ontario.ca/laws/statute/05a11>