

Organizational Statement of Commitment

The OAVT is committed to building and fostering a fair and inclusive organization which values diversity and encourages respect for dignity, beliefs and ideas consistent with the principles outlined in the Ontario Human Rights Code (the “Code”), and the Accessibility for Ontarians with Disabilities Act (AODA). The OAVT recognizes the value of identifying and removing barriers and promoting inclusion in the workplace, as well as within all activities of the association.

Policy Statement

Diversity is an important value of the OAVT, where each member, volunteer and employee is respected and valued for their differences. The OAVT is committed to enhancing diversity and fostering our organization to be representative of society. A diverse organization benefits everyone by allowing them to feel valued for their differences and creating opportunities for advancement. The OAVT is committed to identifying and removing barriers to promote the diversity of members, volunteers and employees in recruitment, advancement and retention. Historically, certain groups of people are underrepresented in various organizations within Canadian society. The OAVT strives to be observant of possible systemic barriers, and to take steps to encourage diversity and inclusion.

Core Principles

In keeping with our values of respect, accountability, community collaboration and integrity, the OAVT will implement this policy in accordance with the following principles:

- Dignity – Members, Volunteers and Employees are treated in a respectful manner.
- Equity – Members, Volunteers and Employees will be provided the same access to programs, services, and opportunities.

Striving to build a diverse and inclusive organization, the OAVT will always encourage everyone to work together to help create a respectful and inclusive workplace and to deliver quality service in all of our initiatives.

Governing and Applicable Legislation

- Accessibility for Ontarians with Disabilities Act, 2005, S.O. 2005, c. 11
- Accessibility Standards for Customer Service, O. Reg. 429/07
- Employment Standards Act, 2000, S.O. 2000, c. 41
- Human Rights Code, R.S.O. 1990, c. H. 19