

Governance Policies and Procedures – Joint Diversity and Inclusion

Policy

The Reh-Fit Centre (the “Centre”) and the Reh-Fit Foundation (the “Foundation”) welcome individuals of all backgrounds and beliefs. We see diversity and inclusion as connected to our mission of enhancing the health and well-being of our members and the community.

In this policy, “diversity” refers to a variety of characteristics that we all possess, and which are used to differentiate individuals and groups of people. Those characters include race, colour, age, gender and gender expression, sexual orientation, religious belief, physical abilities, and all other protected characteristics identified in *The Human Rights Code*.

“Inclusion” refers to the practice of accepting, respecting, and valuing diversity. An inclusive work culture is one which ensures that all employees and users of the Reh-Fit Centre and the Reh-Fit Foundation are valued, heard, engaged, and involved.

We promote diversity and inclusion at the Centre and the Foundation in our programs and facilities and in our employment opportunities. More particularly, we strive to maintain an environment where all people feel valued, respected, and included by:

- Ensuring that our services are tailored to every individual member/patron of the Reh-Fit Centre and the Reh-Fit Foundation. Such services may include one-on-one coaching, individual health and fitness assessments, and other specialized programs to suit a variety of individuals or groups (for example, our Her Heart Her Way program).
- Providing reasonable accommodation to anyone with specific needs in accordance with our *Reasonable Accommodation Policy*.
- Maintaining a workplace free from harassment and violence in accordance with our *Respectful Workplace Policy*.
- Respecting the rights of individuals of all genders and gender identities in accordance with our *Gender Inclusion Policy*.
- Providing accessible customer service in accordance with our *Accessible Customer Service Policy*, along with the specific accessibility features of our facility, exercise equipment, our buddy system and our financial assistance program (all as described in our Member and Client Handbook).

We will continuously seek to identify and remove barriers to employment, membership, and patronage of the Centre and the Foundation.

We will also strive to provide on-going information and education to our stakeholders to help promote diversity and inclusion.

Associated Documents/Operational Forms

Reasonable Accommodation Policy
Respectful Workplace Policy
Gender Inclusion Policy
Accessible Customer Service Policy
Meeting Room Rates & Details
Member and Client Handbook
Support Person Policy
Financial Assistance Policy

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