

Governance Policies and Procedures – Joint Gender Inclusion

Policy

The Reh-Fit Centre (the “Centre”) and The Reh-Fit Foundation (the “Foundation”) recognize that a person’s gender identity involves a relationship between physical traits and one’s internal sense of self as male, female, both, neither or anywhere along a gender spectrum. A person’s gender identity may be the same as or different from their birth-assigned sex. A person may express their gender identity in different ways, including through clothing, speech, body language, hairstyle, voice, name, and pronouns.

The Reh-Fit Centre and The Reh-Fit Foundation respect the rights of individuals of all genders and gender identities, including but not limited to those who identify as transgender, transsexual, non-binary, gender non-conforming, and two-spirited.

To achieve this, we will:

- Use respectful language and address individuals by their names and pronouns.
- Ensure that individuals are entitled to safe participation in the Centre’s and Foundation’s programs in the gender with which they identify.
- Ensure that individuals are entitled to the safe use of the changing and washroom facilities of the gender with which they identify.
- Train staff to ensure that staff understand and support diverse forms of gender identity and expression.
- Receive and consider requests for accommodation in accordance with our Reasonable Accommodation Policy.
- Value feedback as to how we can improve member experience.

The Centre and The Foundation will generally not inquire as to a person’s gender identity unless required. The Centre and The Foundation are committed to protecting the privacy of individuals and any information discussed with us will be maintained in confidence and in accordance with our Privacy Policy.

Associated Documents/Operational Forms

Reasonable Accommodation Policy
Respectful Workplace Policy
Diversity and Inclusion Policy
Accessible Customer Service Policy
Member and Client Handbook
Support Person Policy
Financial Assistance Policy

Document History

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