

EQUALITY OF OPPORTUNITY

Non-Discrimination

1. Purpose: The purpose of this policy is to state the position of the IAWP with regard to equality of opportunity and non-discrimination.
 - 1.1 Equal opportunities and protecting a diverse organization are integral to the Vision, Mission, and Values of the IAWP.
 - 1.2 The benefits of diversity in the IAWP begin with the talent and potential distributed across the membership and include:
 - ensuring that police officers really do represent the communities they serve,
 - being able to attract and engage the very best volunteers,
 - raising the profile of IAWP with governments, potential partners and sponsors, and other stakeholders,
 - increasing members employability in increasingly diverse and competitive labour markets,
 - improving organizational morale and productivity,
 - avoiding the loss of good members, partners, and stakeholders,
 - avoiding under-using and under-valuing able volunteers,
 - strengthening leadership and management of the organization,
 - helping to develop good practices.
 - 1.3 No person shall be treated unfairly because of an actual or assumed protected attribute
 - 1.4 The IAWP will make reasonable accommodations for people with disabilities.
 - 1.5 The IAWP aspires to improve policies, procedures, and practices to prevent discrimination within its membership, focusing on eliminating the causes of discrimination, harassment, and victimization

2. Definitions:

2.1 Discrimination:

Direct discrimination is treating someone favorably or unfavorably because of an actual or assumed protected attribute.

Indirect discrimination can occur when all persons are treated the same way, but this treatment has the effect of disadvantaging someone because of a protected attribute.

2.2 Personal attributes (attributes) that are protected include:

- age
- breastfeeding
- caregiver or parental status (someone depends on you for care)
- disability (covering a broad range of temporary and ongoing conditions, including physical disability, intellectual disability, mental illness and HIV or Hepatitis C status)
- gender identity (including identifying as transgender)
- lawful sexual activity
- marital status
- physical features
- political belief or activity
- pregnancy
- race (including color, nationality, ethnicity and ethnic origin)
- religious belief or activity
- sex
- sexual orientation
- gender identity
- personal association with someone who has, or is assumed to have, any of these personal attributes.

2.3 Harassment:

Harassment is unwanted conduct that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive working environment.

Sexual harassment is unwelcome sexual behavior that could be expected to make a person feel offended, humiliated or intimidated.

Sexual harassment can be physical, verbal or written: it can be a single event or a series of on-going events.

Victimization is when someone is treated less favorably or discriminated against because they have pursued or intend to pursue their rights relating to alleged discrimination.

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