



ANTI-RACISM and ANTI-OPPRESSION POLICY STATEMENT

Camp Kirk is committed to maintaining an environment where all individuals are treated with dignity and respect and are free from all forms of discriminatory treatment, behaviour or practice. Discrimination, harassment, violence, and any other form of discriminatory practices will not be tolerated. We will work towards confronting and eliminating discriminatory or racist incidents and behaviour at the individual and organizational levels.

Camp Kirk strives to reflect the entire community in its structure and to promote equal access to the services it provides. This involves ongoing review of current outreach, communications, program planning and evaluation, to ensure this goal is being met. The Executive Director and staff will be responsible for the review of programs and operational issues, while the Board of Directors have the responsibility to review all of Camp Kirk's organizational policies to ensure compliance with the goal of anti-oppression.

Camp Kirk is committed to ensuring that those involved in the delivery of services and programs have the knowledge, understanding and skills to work with and provide services to members of diverse communities, particularly equity-seeking communities.

Employment & Hiring Non-Discrimination Policy

Camp Kirk does not tolerate discrimination or harassment in the workplace, which is specifically prohibited on grounds of race, colour, ancestry, ethnic origin, place of origin, citizenship, socioeconomic status, religion, gender identity, gender expression, sexual orientation, political belief, marital status/civil union/domestic partnership, family or parental status, physical, mental, or sensory ability, past or present military service, or any other status protected by the laws of Ontario. Camp Kirk aims to establish and foster an environment free of harassment, discrimination, hostility, isolation, and any other afflictions of systematic or interpersonal oppression. All candidates are welcome to speak to the Executive Director and/or the Camp Director if any accommodations are needed throughout the selection process.