

## Policy Statement

The BC Cycling Coalition is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion.

## Purpose

The purpose of this policy is to ensure the BC Cycling Coalition practices its values of equity and inclusion in its recruitment, hiring, volunteer selection, promotion, and ongoing advocacy and programming.

## Policy

Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees and volunteers invest in their work represents a significant part of not only our culture, but our reputation and achievements as well.

We embrace and encourage our employees' and volunteers' differences in age, colour, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees and volunteers unique.

The BC Cycling Coalition's diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees and volunteers.
- Teamwork and employee and volunteer participation, permitting the representation of all groups and perspectives.
- Work/life balance through flexible work schedules to accommodate employees' and volunteers' varying needs.
- Employer, employee and volunteer contributions to the communities we serve to promote a greater understanding and respect for their diversity.

All employees and volunteers of The BC Cycling Coalition have a responsibility to treat others with dignity and respect at all times. All employees and volunteers are expected

to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other coalition-sponsored and participative events. All employees and volunteers are also encouraged to attend and complete diversity awareness training to enhance their knowledge to fulfill this responsibility.

Any employee or volunteer found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Employees or volunteers who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor, the Executive Director or a Board member.