

EQUAL OPPORTUNITIES AND DIVERSITY POLICY

This Equal Opportunities & Diversity Policy reflects both the aims and purposes of Matter and the spirit and intentions of legislation, which outlaws discrimination. Matter recognizes that people from different backgrounds can bring fresh ideas and skills. The organization values diversity and welcomes interest from all sections of the community and it is committed to building and reinforcing a culture where people value each other and treat each other with dignity and respect.

Matter will not discriminate or treat any individual less favorably on the grounds of gender, sex, gender identity or expression, marital status, race, color, nationality, ethnic origin, disability, sexual orientation, age or any other protected class. As an employer of paid staff and an organization which has Board Members and volunteers, Matter's aim is to ensure that no individual receives less favorable treatment on these grounds.

Matter's aim is to ensure that people with disabilities are given equal opportunity to enter employment or to become Board members or volunteers. In so doing, the organization will consider making reasonable adjustments to operating practices, equipment, and premises to ensure persons with a disability are not put at a substantial disadvantage due to their disability. In addition, when someone becomes disabled, every effort will be made through reasonable adjustment, retraining, or redeployment as appropriate and required by law to enable them to remain in service to Matter.

Entry to employment and promotion or change of post for paid staff at Matter, or the equivalent for Board members and volunteers, is determined by personal merit and ability relevant to the aims and purposes of Matter. The organization is committed to keeping requirements and practices under review and to take action where necessary in order to facilitate the recruitment, involvement, and development of paid staff, Board members and volunteers from all sections of the community. The organization welcomes differences and recognizes that action may be needed to give everyone a chance to contribute on equal terms within the aims and purposes of Matter.

Matter recognizes and values the diversity of its volunteers and aims to involve volunteers of all backgrounds in the volunteer experience. No person shall be denied the opportunity to volunteer on the grounds of a protected class under state or federal law.

It is the responsibility of every individual, both staff and volunteer, to eliminate discrimination by ensuring the practical application of the Equal Opportunities and Diversity Policy and reporting incidents of discrimination to an appropriate supervisor. All allegations of discrimination will be treated seriously. Anyone found to be discriminating against an individual based on their protected class status will face disciplinary action up to, and including, termination. Please contact Human Resources with any questions.