



FAMILY SERVICE ASSOCIATION  
OF TORONTO

For People. For Change.

## Anti-Oppression Policy

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The Family Service Association of Toronto (FSA) re-affirms its commitment to a policy of anti-oppression on the basis of, but not limited to, ethnicity, language, race, age, ability, sex, sexual or gender identity, sexual orientation, family status, income, immigrant or refugee status<sup>1</sup>, nationality, place of birth, generational status<sup>2</sup>, political or religious affiliation in all aspects of its operation and at all levels of the agency.

FSA further recognizes that the increasing diversity among residents in Toronto has added cultural, social and economic benefits to our community. It is also sensitive to the fact that oppressed groups experience marginalization and encounter barriers to full access and participation in the community. *FSA seeks to increase access and participation, especially for those who are marginalized, disadvantaged or oppressed.*

FSA encourages individuals to participate fully and to have complete access to its services, employment, governance structures<sup>3</sup> and volunteer opportunities. It will make every effort to see that its structure, policies and systems reflect all aspects of the total community and to promote equal access to all. To this end, FSA strives to ensure that:

- Individuals who engage with FSA for service are valued participants who have opportunities to shape and evaluate our programs;
- Community programs and services are developed giving priority to marginalized communities and are sensitive to the needs of diverse groups;
- Programs seek to eliminate systemic barriers to full participation and promote positive relations and attitudinal change towards marginalized groups;
- Services are provided with sensitivity to the influence of power and privilege in helping relationships and are delivered in keeping with anti-oppression principles;
- Staff, students and volunteers are reflective of the community;
- Discriminatory or oppressive behaviors are not tolerated;
- Communication materials present a positive and balanced portrayal of people's diverse experiences.

This Policy is intended to act as a positive force for equity and the elimination of oppression.

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<sup>1</sup> FSA recognizes that barriers to employment and services may exist due to immigration or refugee status based on legislation and/or contractual funding obligations.

<sup>2</sup> Generational status is intended to protect individuals with Canadian citizenship who are first, second or third generation immigrants from discrimination.

<sup>3</sup> FSA governance structures include: The Board of Directors, Committees of the Board and any Board Taskforce which may be convened.

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