

Family Service Association of Toronto
Agency Policy Manual
Section Two, II. Policies and Limitations
A. CODES OF CONDUCT

POLICY TITLE: Anti-Oppression Policy

The Family Service Association of Toronto (FSA) re-affirms its commitment to a policy of anti-oppression on the basis of ethnicity, language, race, age, ability, gender, sexual orientation, income, 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 often encounter barriers to full access and participation in the community.

FSA is committed to ensuring that its mission and operations embrace the entire community. FSA encourages the community to participate fully and to have complete access to its services, employment, Board membership 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 is committed to ensuring that:

1. Volunteers and staff are reflective of the community they serve.
2. Services are sensitive to the needs of diverse groups.
3. Programs seek to eliminate systemic barriers to full participation and promote positive relations and attitudinal change towards discriminated groups.
4. Discriminatory, racist, or homophobic incidents or behaviour are not tolerated.
5. Communications present a positive and balanced portrayal of minorities.
6. This Policy is intended to act as a positive force for equity and the elimination of oppression.