



## **Workplace Diversity Policy**

The purpose of this policy is to ensure diversity and equality to all working with TRA as employees and/or volunteers irrespective of their gender, race, ethnicity, disability, age, national origin, sexuality, religion or belief, marital status and social class. TRA opposes all forms of unlawful and unfair discrimination and seeks to be inclusive of all members of the Ticonderoga area communities.

All employees/volunteers, whether part time, full time or temporary, will be treated fairly and equally and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees/volunteers will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilized to maximize the efficiency of the organization. Recruitment of paid employees will maximize outreach into the community and surrounding areas through advertisement in newspapers, the TRA website and other relevant websites in order to reach a broad range of possible candidates.

Our commitment:

- Every employee/volunteer is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated;
- The commitment to diversity and equality in the workplace is good management practice and sound business sense;
- Breaches of our diversity and equality policy will be regarded as misconduct and could lead to disciplinary proceedings;
- This policy is fully supported by the Board of Directors and has been formally adopted by the Board;
- This policy will be monitored and reviewed annually by the Governance Committee.
- Implementation of this policy is the responsibility of the Executive Director as well as the role of all employees/volunteers to facilitate a productive and enjoyable work atmosphere.

The law:

This policy will be implemented within the framework of the relevant legislation, which includes (inter alia):

- Equal Pay Act 1970 (Equal Value Amendment 1984)
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975 (Gender Reassignment Regulations 1999)
- Race Relations Act 1976
- Disability Discrimination Act 1995

- The Protection from Harassment Act 1997
- Race Relations (Amendment) Act 2000
- Race Relations Act 1976 (Amendment) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion or Belief) Regulations 2003
- Disability Discrimination Act 2005 • Employment Equality (Age) Regulations 2006

Adopted: November 15, 2016

*Ticonderoga Revitalization Alliance is a not-for-profit, local development corporation whose mission is to restore economic prosperity in the Ticonderoga region by serving as a catalyst for innovative ideas and resources, and for public-private partnerships and investment opportunities.*

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