

Inclusion Policy

Classification:	Training Centre Policy
Responsible Authority:	Andrew Lowry Title: Training Coordinator
Executive Sponsor:	Andrew Lowry
Approval Authority:	Local 1946 Executive Committee
Date First Approved:	2025-03-05
Date Last Reviewed:	2025-03-05
Date to Complete Mandatory Review:	

PURPOSE

This policy ensures that UBC Training Centres provide an inclusive and welcoming environment for all participants, regardless of race, ethnicity, gender, sexual orientation, age, disability, or other characteristics. It aims to promote diversity and create a supportive atmosphere where everyone feels valued and respected.

SCOPE

This policy applies to all courses, programs, activities, and events hosted by UBC Training Centres. It covers the conduct of participants, visitors and other individuals associated with the training centre.

POLICY

UBC Training Centres are committed to promoting inclusion and diversity in all aspects of its operations. The following guidelines and principles outline the center's approach to fostering an inclusive environment:

Non-Discrimination:

1. The Training Centre shall not discriminate against any individual based on race, ethnicity, gender, sexual orientation, age, disability, or any other characteristic protected by law.

Accommodations & Accessibility:

1. The Training Centre will make reasonable accommodations to ensure that individuals with disabilities can fully participate in training programs and activities.
2. The Training Centre will strive to ensure that its facilities and materials are accessible to all individuals, considering different needs and requirements.
3. Please see the Accessibility Policy.

Respectful Behavior:

1. All participants are expected to treat others with respect and dignity and to refrain from engaging in any form of harassment, discrimination, or bullying.
2. Please see the Respectfulness Policy.

Awareness and Training:

1. The center will provide students awareness training on diversity, inclusion, and unconscious bias issues to promote a better understanding of these topics.

Review and Improvement:

1. This policy will be continually monitored using feedback from our complaint process and periodically reviewed and updated to reflect evolving best practices and legal requirements related to inclusion and diversity.

Adherence to Policy:

1. Adherence to this policy is mandatory for all participants associated with UBC Training Centres.
2. Violations will be addressed by the Training Centres Disciplinary Action Policy.

PROCEDURE

Procedures for failing to abide by the inclusion policy will be based on the nature of the violation. Once the nature of the violation has been determined, the applicable related policy's procedure will be followed.

RELATED POLICIES

Accessibility Policy
Respectfulness Policy
Disciplinary Action Policy
Dispute Resolution Policy
Sexual Orientation and Gender Identity or Expression Policy