



Meals on Wheels | Family Respite Centre | Health Promotion Services | Community Integration

Volunteer Program

Equality and Diversity Policy and Procedure

The Health and Home Care Society of BC (Care BC) is committed to developing a diverse volunteer team that is reflective of the client base and communities that we serve in Vancouver and Richmond. Care BC aims to be a fair and inclusive organization which values input from each volunteer and to ensure that all volunteers are treated equally and free from any form of discrimination.

Policies:

- Care BC will promote volunteer roles to all persons capable of handling the volunteer tasks. Care BC will advertise roles in such a way as to try to attract a diverse range of individuals.
- Care BC will not permit discrimination by any party involved with the organization toward volunteers on the grounds of: (including but not limited to) race, religion, gender identity, sexual orientation or identity, language, nationality, age, economic class, physical or intellectual ability.
- Care BC will ensure (as far as is reasonably possible) fair access to volunteer opportunities for all interested individuals.
- Care BC recognizes the value of a diverse team of volunteers who bring different perspectives and skills to the organization. Care BC also recognizes the positive impact that this can have on our clients.
- Care BC will endeavor to make reasonable adjustments if required by a volunteer or a volunteer group to ensure that they have access to opportunities. These adjustments will be measured against the resources available and take into account the safety of both volunteers and clients. Volunteers should disclose any medical or other issues that may affect their ability to perform their role or that may mean that the role requires adjustments.

Procedure:

If you have any concerns about the Equality and Diversity Policies, please refer to the formal Volunteer 'Concerns/Complaints Policy'.

Review Date: January 2016