

LAND ACKNOWLEDGMENT

Big Brothers Big Sisters of Victoria Capital Region recognizes and respects the lands of the Lək̓ʷəŋən (Esquimalt and Songhees), Pacheedaht, Scia'new, T'Sou-ke, W̱SÁNEĆ (Malahat, Pauquachin, Tsartlip, Tsawout, Tseycum), K'ómoks, Hul'qumi'num and SENĆOŦEN peoples, where we live, work and play.

DIVERSITY VISION

Big Brothers Big Sisters of Victoria Capital Region is committed to sustaining an environment where representation matters, diversity is celebrated and people of every race, religion, culture, gender and sexual orientation are welcomed. We acknowledge and honour the diversity of people, cultures, traditions and experiences, and we recognize and uphold the right of all individuals to respect, dignity, fairness, caring, equality, self-esteem and inclusion.

PROCEDURE

BBBSV promotes and fosters an inclusive, barrier free organization and workplace and will take affirmative action measures that protect against discrimination in recruitment, employment, compensation, termination, promotions and other conditions of employment and volunteering.

BBBSV will make every reasonable effort to ensure that our diverse and inclusive organization and workplace is representative of the qualities and differences of the broader population and communities it serves.

BBBSV recognizes that we are all accountable and engaged to create an inclusive organization and workplace environment where individual differences are respected and fully-valued. Our board of directors, staff, volunteers and organization are committed to ensuring that everyone is



treated with respect and dignity. Discriminatory or racist incidents or behaviour will not be tolerated. To provide feedback or report an issue please contact our offices.

BBBSV will not permit any employees or Board members or consultants to harass, retaliate, or discriminate against any other employee, volunteer, or stakeholder, who, in good faith, has reported a Reportable Activity. Retaliation in any form will not be tolerated.

This policy applies to all of our people, including employees, partners, stakeholders, donors, volunteers, mentors, clients and families.