

Diversity, Equity, Inclusion and Beyond Our Policy

Villa Charities is dedicated to promoting diversity, equity and inclusion in the workplace by providing an atmosphere free from barriers, where no one is denied opportunities for reasons unrelated to their abilities. We celebrate and welcome the diversity of all employees, stakeholders, and external personnel. Our vision at Villa Charities, “Inspiring people to explore the Italian in all of us,” requires us to be responsible and engaging partners to all those we serve and those we represent. To do so effectively, we are committed to examining and responding to the forces that shape and contribute to our culture. This policy has been adopted to foster an environment that respects people's dignity, ideas and beliefs. We demonstrate our commitment to this by providing a supportive work environment and a culture that welcomes and encourages open, equitable, and accessible opportunities for all employees. Villa Charities will comply with all applicable legislation in pursuit of these endeavours.

Villa Charities understands and acknowledges all relations with Indigenous peoples need to be based on the recognition and welcoming of Indigenous people, their experiences, and outlooks.

Villa Charities is committed to observing and following relevant human rights, equity and privacy legislation to prevent discrimination based on any protected grounds. Employees will not be negatively impacted by any actions or decisions relating to hiring, compensation, promotion, benefits, job assignments, transfers, layoffs, return from layoffs, or company-sponsored programs or events due to a protected ground that they may have.

Villa Charities will ensure that accommodations are made for individuals who require them. Individuals are encouraged to inform Villa Charities management of any required accommodations.

All employees and stakeholders of Villa Charities must respect the differences of others and treat everyone with dignity. Villa Charities will strive to build a culturally competent workforce by providing training about diversity, equity, and inclusion, encouraging positive attitudes towards cultural differences, raising awareness of unconscious biases and the harmful effects of prejudice, discrimination, and microaggressions, and working to eliminate such aggressions in the workplace.

If an employee feels that this policy has been breached, they may file a verbal or written complaint with Human Resources. Attempts should be made to reach a resolution on an individual level or with the employee's direct manager before filing a formal complaint; however, if the employee does not feel comfortable approaching the individual or their manager about the matter, they may contact Human Resources directly. The complaint will be reviewed and addressed confidentially.

Occurrences of violence or harassment should be reported in accordance with the workplace violence and harassment policy, guidelines, or procedures.