

### Policy Statement

It is the policy of The Language Gallery Canada (“TLGC”) to recognize the valuable and enriching contribution which people with a range of backgrounds and experiences can bring to the life and development of the institution. TLGC aims, in its teaching and administration and support services to actively promote, equality and freedom from discrimination on grounds of age, disability, ethnic or national origin, faith, marital status, nationality, race, religion, sex or sexual orientation. This commitment applies equally to staff, students, partners and all TLGC activities.

### Scope

All students, faculty, and administration.

### Purpose

This policy outlines the key principles and values adopted by TLGC, which, in turn, guides the strategies, action plans, and developments shown to promote and measure equality for both staff and learners.

### Key Principles

1. TLGC aims to ensure that students and staff feel respected, and that difference is valued. TLGC acknowledges the importance of difference and actively looks to eradicate discrimination, racism, and stereotypical beliefs. TLGC believes that all forms of inequality, prejudice, oppression, and discrimination is unacceptable.
2. TLGC embraces diversity and aims to employ a workforce which reflects the community it serves. TLGC aims to promote equality throughout all its activities and will work in partnership with others to ensure that all students and staff adopt the key principles. Equality is fundamental to:
  - 2.1 Equality of access to learning and employment.
  - 2.2 Staff Recruitment, Selection, Development and Promotion.
  - 2.3 Marketing, publicity, and relationships within the community.
  - 2.4 Community and employer needs.
  - 2.5 Monitoring, Reviewing and Planning.
  - 2.6 The Promotion of Equal Opportunities.
3. This policy applies equally to students and staff, to education and employment activities within the boundaries known as TLGC.