

BMS THUNDERBIRD MANAGEMENT & LIFESTYLE CONSULTING, LTD.
POSITIVE AND INCLUSIVE WORKPLACE POLICY

COMMITMENT TO AN OPEN AND INCLUSIVE WORKPLACE

A positive and inclusive workplace policy is intended to create an atmosphere of inclusion and openness to diversity of experience and multiple viewpoints. A positive and inclusive workplace policy is grounded in a framework of interpersonal integrity and professional ethics that are fundamental to a healthy workplace and to mutually supportive working relationships that are unencumbered by discrimination, harassment, bullying, or exclusionary practices. BMS Thunderbird Management and Lifestyle Consulting, Ltd. extends to all workplace participants our commitment to an open and inclusive workplace that aims to assure social justice and equity for all workplace participants.

NOTIFICATION OF AN OPEN AND INCLUSIVE WORKPLACE POLICY

To aid in realizing workplace and inter-organizational practices, which reflect the underlying principles of inclusion and positive relationships, the consultant notifies of this business policy for an open and inclusive workplace.

ACCOUNTABILITY FOR PRIVACY AND CONFIDENTIALITY

BMS Thunderbird Management and Lifestyle Consulting, Ltd. takes actions not limited to workplace training and professional development; and inter-organizational processes as appropriate; to promote, establish, and reinforce a workplace that is open and inclusive. In this regard, BMS Thunderbird Management and Lifestyle Consulting, Ltd. is aware and responsible for compliance with any applicable federal and provincial human rights and employment equity legislation; and more generally for a principled approach to equity, non-discrimination, and freedom from harmful behaviours and relationships within contexts involving BMS Thunderbird Management and Lifestyle Consulting, Ltd.

CONSISTENT WITH FEDERAL AND PROVINCIAL LEGISLATION

This policy is set out to be consistent with the requirements of applicable federal and provincial (Ontario) legislation, regulations, standards, guidelines and best practices. Minimally, this open and inclusive workplace policy reflects requirements as laid out in *Occupational Health and Safety Act (1990)*, *Ontario Human Rights Code (1990)*, *Canadian Human Rights Code (1977)*, *Employment Equity Act (1995)*, and any other such acts and legislation reflecting rights and obligations for workplaces and business relationships that are inclusive, open to varied viewpoints, embody sound ethical guidelines, and ensure non-discrimination on prohibited grounds.

This open and inclusive workplace policy does not create or confer upon any individual any rights or impose upon BMS Thunderbird Management and Lifestyle Consulting, Ltd. any rights or obligations outside of, or in addition to, any rights or obligations imposed by Canada's federal and Ontario's provincial laws respecting human rights and occupational standards, as applicable. Should there be, in a specific case, any inconsistency between this policy and Canada's federal and Ontario's provincial human rights legislation, as applicable, this policy shall be interpreted, in respect of that case, to give effect to and comply with such human rights laws.

GUIDING PRINCIPLES

Following are the guiding principles for this policy for an open and inclusive workplace: Inclusion, Cultural Safety, Non-Discrimination, and Diversity.

Inclusion

For the purposes of this policy, inclusion is defined as the act of creating environments where differences are respected and any individual or group can be and feel welcomed, respected, supported, and valued. Inclusion entails recognizing the worth of people from all walks of life and their value to society at large.

Cultural Safety

For the purposes of this policy, cultural safety is defined as gaining a mutual understanding of differences and offering respect in words and actions.

Non-Discrimination

For the purposes of this policy, non-discrimination means aiming to recognize and eliminate bias and treating people without prejudice on prohibited grounds.

Diversity

For the purposes of this policy, diversity refers to how people differ from one another in obvious and non-obvious ways which give shape to experiences and expectancies in any given situation.

AMENDMENTS TO THIS OPEN AND INCLUSIVE WORKPLACE POLICY

BMS Thunderbird Management and Lifestyle Consulting, Ltd. reviews its policies and procedures and reserves the right to change this open and inclusive workplace policy at any time.

ACCEPTANCE OF THIS OPEN AND INCLUSIVE WORKPLACE POLICY

By reading this statement, you are deemed to have accepted BMS Thunderbird Management and Lifestyle Consulting, Ltd.'s Open and Inclusive Workplace Policy.