



## Policy - Diversity & Inclusion

Engineered Bodies Strength & Conditioning (EBSC) is committed to encouraging a supportive and inclusive culture within our employees, contractors, and membership. Our goal is to ensure all employees, contractors and job applicants are provided an equal opportunity and that our organization is representative of society. This policy reinforces our commitment to providing equality and fairness in our workforce and not provide less favourable treatment on the grounds of age, ability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation.

We are opposed to all forms of unlawful and unfair discrimination.

All employees, no matter whether they are part-time, full-time or temporary, and contractors, will be treated fairly and with respect. When EBSC selects candidates for employment, promotion, training or any other benefit, it will be on the basis of their aptitude and ability. All employees will be given help and encouragement to develop their full potential and utilize their unique talents.

EBSC is dedicated to encouraging a supportive and inclusive culture within our gym, for the benefit of our employees, contractors and members. Our goal is to ensure equal opportunity for employment and be representative of all sections of society. Each employee, contractor and member will be respected and valued.

To ensure that our organization is a safe and welcoming space for everyone, we will:

1. Not tolerate any form of intimidation, bullying, harassment, or racism and we will require any who breach this policy to remove themselves from our gym.
2. Create an environment that welcomes individual differences and contributions from all team members.
3. Make training, development and advancement opportunities available to all staff based on merit.
4. Encourage all employees, contractors and members to treat everyone with dignity and respect.
5. Consider diversity and anti-racism policies of all suppliers.
6. Encourage any one who feels that they have been subject to discrimination to raise their concerns with EBSC management so that we can correct this.
7. Provide annual scholarship opportunities to marginalized populations within Port Moody, Coquitlam and Port Coquitlam.

EBSC will inform all staff and contractors of this policy and their obligation to comply with the requirements and promote equality in the gym. We will also draw attention of members to this policy. Our policy will be reviewed annually to ensure equality and diversity are continually promoted in our organization.