

# Manitoba Crafts Museum and Library

## HUMAN RIGHTS POLICY

**Revised:** Spring 2022

**Adopted:** September 7, 2022

**Responsibility:** Board of Directors

**To be reviewed:** 2<sup>nd</sup> quarter 2025



### 1.0 INTENT

The Manitoba Crafts Museum and Library (MCML) respects the Manitoba Human Rights Code which prohibits discrimination in the provision of services or programs or in any aspect of employment including hiring, training, promotion, benefits and termination, unless bona fide and reasonable cause exists. MCML is also a values-driven organization and is committed to diversity and inclusion.

### 2.0 DEFINITIONS

**Discrimination** occurs as a result of differential treatment, failure to provide reasonable accommodations and harassment.

**Differential treatment** refers to an individual being treated differently based on generalizations about a group to which they belong or are thought to belong, rather than on individual merit.

Failure to provide **reasonable accommodation** occurs when a service provider, in the case of MCML, does not provide an accommodation that allows for equality of opportunity for employees, volunteers and visitors to engage in its services.

**Harassment** includes a series of abusive and unwelcome behaviours or comments which are directed towards people because of a group to which they belong or appear to belong.

### **3.0 PROHIBITED GROUNDS OF DISCRIMINATION**

3.1 Prohibited grounds of discrimination include:

- a) ancestry, including colour and perceived race;
- b) nationality or national origin;
- c) ethnic background or origin;
- d) religion or creed, or religious belief, religious association or religious activity;
- e) age;
- f) sex, including pregnancy, the possibility of pregnancy, or circumstances related to pregnancy;
- g) other gender determined characteristics or circumstances;
- h) sexual orientation;
- i) marital or family status;
- j) source of income;
- k) political belief, political association or political activity;
- l) physical or mental disability or related characteristics or circumstances, including reliance on a dog guide or other animal assistant, a wheelchair, or any other remedial appliance or device.

3.2 The Manitoba Crafts Museum and Library will endeavor to ensure that all people employed and/or receiving services and programs through its auspices shall do so without discrimination.

### **4.0 POLICY REVIEW**

The Manitoba Crafts Museum and Library shall review these policies on a regular basis, at least once every three (3) years.

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President

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Date