

POLICY ON INCLUSION AND DIVERSITY

The issues of inclusion and diversity are priorities for this organization and apply, among other things, to:

- Festival-goers
- Employees
- Volunteers
- Craft kiosks
- Artists
- Food kiosks



LEGISLATIVE CONTEXT

FLN adheres to the principles established by:

- La Charte canadienne des droits et libertés
- La Charte des droits et libertés de la personne
- Le Code criminel
- Le Code civil du Québec
- La Charte de la langue française
- La Loi sur les normes du travail
- La Loi sur la santé et la sécurité du travail
- La Loi sur l'équité salariale
- La Loi sur l'accès à l'égalité en emploi dans des organismes publics

HANDLING OF COMPLAINTS

- Offer support to those who are affected
- Pick up in less than 3 business days
- Take reasonable disciplinary action
- Preserve the dignity and privacy of the people concerned
- Protect privacy
- Conduct an investigation quickly
- Organize a meeting with the people concerned

MESURES IN PLACE

- Present this policy to administrators, managers and festival-goers
- Have each employee read this policy when they start work
- Promote diversity on FLN digital platforms
- Add guidance on these issues every year in the new action plan
- Raise awareness among employees and the Administrative Council about the issues of diversity and unconscious bias

Consult the complete policy for more information.

[COMPLETE POLICY](#)