

INCLUSION AND DIVERSITY POLICY



GROUPS INVOLVED

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:

- The Canadian Charter of Rights and Freedoms
- Charter of human rights and freedoms
- Charter of the French language
- Criminal Code
- Civil Code of Québec
- Act respecting labour standards
- Act respecting occupational health and safety
- Pay Equity Act
- Act respecting equal access to employment in public bodies

HANDLING OF COMPLAINTS

- Offer support to those who are affected
- Have each employee read this policy when they start work
- 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

ASK FOR THE COMPLETE POLICY FOR MORE INFORMATIONS

I WANT THE COMPLETE POLICY

 Loto Québec

