



Equal Opportunity Policy

Policy Statement

It is the policy of The Language Gallery Canada (“TLGC”) to recognize the valuable and enriching contribution which people with a range of backgrounds and experiences can bring to the life and development of the institution. TLGC aims, in its teaching and administration and support services to actively promote, equality and freedom from discrimination on grounds of age, disability, ethnic or national origin, faith, marital status, nationality, race, religion, sex or sexual orientation. This commitment applies equally to staff, students, partners and all TLGC activities.

Scope

All students, faculty and administration.

Purpose

This policy outlines the key principles and values adopted by TLGC which in turn steer the strategies, action plans and developments that are identified to promote and measure equality for staff and learners.

Key Principles

1. TLGC aims to ensure that students and staff are feel respected and that difference is valued. TLGC acknowledges the importance of difference and actively seeks to eradicate discrimination, racism and stereotypical beliefs. TLGC believes that all forms of inequality, prejudice, oppression and discrimination are unacceptable.

2. TLGC embraces diversity and aims to employ a workforce which reflects the community it serves. TLGC aims to promote equality throughout all of its activities and will work in partnership with others to ensure that the key principles are adopted by all students and staff. In particular, equality is fundamental to:
 - 2.1 Equality of access to learning and employment;
 - 2.2 Staff Recruitment, Selection, Development and Promotion;
 - 2.3 Marketing, publicity and relationships within the community;
 - 2.4 Community and employer needs;
 - 2.5 Monitoring, Reviewing and Planning;
 - 2.6 The Promotion of Equal Opportunities.

3. This policy applies equally to students and staff, to education and employment activities within the boundaries known as TLGC.