

Policy: Diversity (equal opportunities)

Applicable to: All persons at a Baby Café USA site or Baby Café USA event.

Date agreed: 4/11/2014

Date for review: 4/11/2015

Background

The Baby Café USA works hard to provide quality services to any and all in need of breastfeeding support. We are committed to developing an organization in which differing ideas, opinions, and abilities are fostered and valued. We recognize that people with diverse cultures and perspectives bring fresh ideas and perceptions that will benefit our organization. Our mission is based on a fundamental belief in the value of diversity and accessibility in our community and the importance of ensuring equality of opportunity in all areas of our work.

General Principles

The Baby Café USA opposes all forms of discrimination (intentional, unintentional and institutional). We believe that all individuals must be treated fairly, with dignity and respect. We are firmly committed to promoting equality of opportunity. We seek to ensure that our services are relevant and accessible to all who wish to use them.

We expect that all Baby Café USA board members, volunteers and staff will take action against any discrimination that is brought to their attention.

We will not discriminate against job applicants, staff members, volunteers, individuals or organizations to which we provide services on the grounds of:

- race, color, nationality, ethnic or national origin
- gender, marital status and caring responsibilities
- sexuality, age
- physical or mental disability or mental health status
- HIV status/ AIDS diagnosis
- religion/faith
- social origin or class, employment status
- unrelated criminal conviction

We are committed to ensuring equality of opportunity in the recruitment, training/development, and conditions of employment of our staff and volunteers. We will take action against harassment and offer support to victims of such harassment.