



IRANIAN WOMEN'S ORGANIZATION OF ONTARIO'S ANTI-OPPRESSION AND ANTI-HARASSMENT POLICY

Last Revised 2023

The Iranian Women's Organization of Ontario (IWO) is a not-for-profit and charitable, volunteer run organization with the mission to improve the lives of Iranian Canadian women and their families in Canada. In achieving this mission, IWO has adopted important policies that are outlined below. Every volunteer at IWO (including Board of Directors) is expected to respect the policies outlined below while volunteering at IWO:

Anti-Oppression and Anti-Harassment Policy

- a. IWO is committed to an anti-oppression and anti-harassment policy, affirming it in all its practices, services, programs, literature, and in all its staff, volunteer and client interactions; at all levels and in every facet of its operation, this policy applies.
- b. IWO is committed to a policy of anti-oppression, whether the oppression is on the basis of ethnicity, language, race, age, ability, gender, sexual orientation, socio-economic status, or political or religious affiliation.
- c. IWO recognizes that many marginalized groups encounter barriers to full access and participation in the community. Therefore, within its mandate, the organization assumes an active role of advocacy for women's, children's, seniors' and newcomers' rights and the rights of other vulnerable population. As residents of Canada, all have a right to full and equal participation and integration into the society.
- d. IWO is committed to empowering members of the Iranian-Canadian community, enabling them to actively and responsibly contribute to the cultural, social and economic fabric of our province and country.
- e. IWO is committed to supporting its members' voices and views to help ensure respect for their human rights as they settle in their new environment and continue to learn about Canadian laws, procedures and various regulations and policies.
- f. IWO is committed to providing services and programs that are sensitive to the community's needs and will strive to eliminate all barriers to its access to and enjoyment of these services.
- g. IWO is committed to build and proceed on a positive path in bridging the gap between the members of the Iranian-Canadian community and other ethnic and cultural groups in order to strengthen the Canadian mosaic and enrich the enjoyment of equal civic and social life.

- h. IWO will not tolerate harassment or discriminatory attitudes, behaviors or practices. The organization's staff, volunteers and associates will adhere to IWO's anti-oppression and anti-harassment policies and practices in all of their affiliated endeavors within the organization.

Clients' Bill of Rights

IWO is committed to building a safe and healthy community, in general and in particular, through supporting and strengthening the quality of life for members of the Iranian-Canadian community.

All IWO services, programs, literature, staff and volunteers adhere to this principal. Every client and community member who uses IWO's services and programs has the right to:

- a. be treated with dignity, courtesy and respect;
- b. expect that IWO will offer services and programs that are within its capacity and be responsive to the clients' and community's needs;
- c. receive services that are delivered in a manner that is free from discrimination, be it racial, ethnic, religious, or based on gender, sexual orientation, disability, socio-economic status, age, or political affiliation;
- d. understand that all services and accommodations provided to the client are confidential, and in accordance with law;
- e. expect direct service from IWO's resources or referral to other reputable service providers;
- f. receive information that is current and accurate;
- g. participate freely in enhancing and evaluation of the quality of IWO 's programs and services.

Non-Political Governance

IWO is a non-political organization and does not advocate for any particular political position or opinion in Canada or Iran. IWO is not affiliated with any political parties in Canada or Iran.