



WORLD FEDERATION | FÉDÉRATION MONDIALE | FEDERACIÓN MUNDIAL
OF CHIROPRACTIC | DE CHIROPRACTIQUE | DE QUIROPRÁCTICA

1246 Yonge Street Suite 203 Toronto ON Canada M4T 1W5
T. (+1) 416 484 9978 | F. (+1) 416 484 9665 | E. info@wfc.org | W. wfc.org

Equality and Diversity Policy

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A non-governmental organisation in official relations with the World Health Organization
Organisation non gouvernementale en relations officielles avec l'Organisation mondiale de la Santé
Organización no gubernamental en relaciones oficiales con la Organización Mundial de la Salud

Introduction

The World Federation of Chiropractic (WFC) is committed to promoting equality and diversity amongst its staff and those representing the global chiropractic profession on its Executive, Council and within its committee structure. Our aim is that the WFC will be truly representative of all sections of society and regions of the world so that everyone associated with our organisation may feel both respected and represented.

Objectives of this policy

The purpose of this policy is to promote equality and fairness and respect diversity in our global community. The WFC will not discriminate on grounds of gender, gender reassignment, marital status (including same-sex partnerships), race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. We oppose all forms of unfair and unlawful discrimination.

Recruitment

All employees, whether full, part-time or temporary, and all those serving the WFC in the capacity of Executive Officer, Council member, Committee member or contractor will be treated fairly and with respect. Selection for employment, appointment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their true potential and the talents and resources of the WFC workforce will be fully utilised to maximise the efficiency of the organisation.

Promotional Materials

All WFC promotional materials, employment advertisements and calls for nominations to WFC offices shall encourage equality. We will actively welcome applications from diverse

backgrounds and geographic locations. Where candidates are equal in their qualifications, preference should be given to candidates traditionally under-represented within the WFC.

WFC Commitments

The WFC makes a commitment:

- To create an environment in which individual differences and the contributions of all our staff are recognized and valued;
- That every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- That training, development and progression opportunities shall be available to all staff.
- That equality in the workplace is good management practice and makes sound organisational sense.
- To review all our employment practices and procedures and election and appointment procedures to ensure fairness.
- That all alleged breaches of this equality policy will be investigated fully and may result in disciplinary proceedings.

Ratification

This policy is fully supported by the WFC Executive Council and has been ratified by the WFC Council.

The policy will be monitored and reviewed annually. As part of the annual review, the composition of the WFC's staff, Executive, Council and Committee structure will be assessed.