

## Access Policy

### Commonly Asked Questions:

◆ ***What's so important about the policy?***

The policy is Scarborough Women's Centre's commitment to all diverse individuals that they can participate in the organization and receive equal treatment.

◆ ***How serious is the Centre about this policy?***

The Centre commits to policy implementation at all levels as reflected in its Annual Work plan. There is ongoing evaluation of this policy's implementation by the Centre's Board of Directors.

◆ ***What if I have a complaint about being mistreated at the Centre?***

All those who use or are involved at the Centre are entitled to and encouraged to complain if they believe they have experienced discrimination & harassment. A complaints procedure is in place for these purposes.

***Thank you for your part in making  
the Centre a good place for women!  
We appreciate your participation!***

09/05

## Scarborough Women's Centre Programs & Services

### ***Case Management:***

Offers goal clarification, planning and support for women who want assistance in overcoming barriers to economic and emotional independence.

### ***Economic Self Sufficiency Program***

In an intensive program, women who have left abusive situations are assisted in the move to economic and emotional independence.

### ***Educational Workshops:***

Courses and workshops on topics of concern to women presented in small groups (15-20) with a trained facilitator. Topics include: Assertiveness, Self-esteem, Anger management, Legal Issues and Women's Health.

### **VOLUNTEER OPPORTUNITIES:**

#### ***Board and Committee Members:***

Responsible for the overall direction of the agency and ensuring adequate resources are available.

#### ***Resource Information Volunteer:***

Provide referral in our anonymous, confidential phone service.

#### ***One-to-One Mentoring Program:***

Trained mentors/tutors provide mentoring and support in a non-judgmental way to an individual woman going through a transition in her life.



**Scarborough  
Women's  
Centre**

## SUMMARY OF THE ACCESS POLICY

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Website:  
[www.scarboroughwomenscentre.ca](http://www.scarboroughwomenscentre.ca)

### **Mission Statement:**

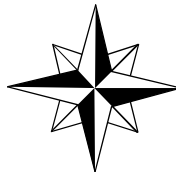
***Scarborough Women's Centre  
facilitates the empowerment of any  
woman who wants to leave an  
abusive or isolating situation, so that  
she can implement long term  
positive changes with confidence***

## **Scarborough Women's Centre is committed to ...**

- Being accessible through elimination of systemic barriers that prevent diverse groups from full participation in the organization.
- Understanding that a diverse society is a source of enrichment and strength.
- Recognizing diversity to include:
  - Race
  - National or Ethnic Origin
  - Ancestry
  - Place of Origin
  - Religion/Faith
  - Age
  - Size
  - Economic Status
  - Sex
  - Sexual Orientation
  - Gender Identity
  - Marital Status
  - Family Status
  - Disability
  - Political Affiliation
  - Record of Offenses
  - Level of Literacy
  - Receipt of public assistance
  - Membership in a union or staff association

## **Scarborough Women's Centre recognizes that...**

- It must take a leadership role in the community if equality and positive relationships are to be developed.
- Traditional words and actions may have unintended discriminatory effects on some groups.
- It must actively communicate that all programs, clients, volunteers, staff and board members have the right to be free of discrimination and prejudice at the Centre.
- It will not tolerate hate and/or discrimination in any form. It will not be available or accessible to any individual or group that promotes these views and ideas.



## **Scarborough Women's Centre's Board of Directors oversees an annual work plan for this Access Policy in six areas:**

- Diverse representation with Board, staff, committees, volunteers and participants.
- Education and training activities to enable staff and volunteers to deal effectively with issues of diversity in their work.
- Outreach, communication and networking with diverse groups.
- Programs & services that are sensitive and responsive to the needs of diverse individuals/ communities.
- Obtain financial support from diverse communities.
- Ongoing monitoring to ensure that the commitment to diversity is upheld and that the Access Policy is effective.