

<b>Manual</b>	<b>Human Resources Policy Manual</b>
<b>Section</b>	<b>6 – Standards of Conduct</b>
<b>Subject</b>	<b>6.8 – Anti-Oppression Policy</b>
<b>Date Approved:</b>	<b>August 30, 2016</b>
<b>Reviewed/Revision Approved:</b>	



# Anti-Oppression Policy

---

## Policy Intent

Family Service Thames Valley has instituted this policy to eradicate oppression within our environment by identifying and challenging barriers that exists in obtaining or accessing services and/or employment.

Anti-oppression is “a tool to understand and respond to the complexity of the experience of oppression” (Burke and Harrison 2003). Anti-oppression is a way of naming oppression that happens based on a person’s identities. Anti-oppression is a practice that works toward ending that mistreatment, oppression, violence toward that particular group.

This policy is intended to

- promote the principles of equality for marginalized populations and have this reflected across all organizational policies, procedures, services and in relation with staff, students, Board members and volunteers.
- assist in the full representation of specific groups facing marginalization when developing, implementing and evaluating FSTV policies, procedures and services on an ongoing basis.

This policy is an overarching policy meant to inform all policies and practice across FSTV.

## Policy

This policy commits the Organization to providing an environment free of all forms of oppression, discrimination and bias, where all people are treated with respect and dignity. FSTV recognizes that the responsibility extends to all individuals involved in the organization.

## Definitions

**Anti-oppression** “requires that people examine their own experiences and actions, and critically analyze social structures of power and privilege. It insists that the dominant group recognize the power of its own social location(s) and how that power results in societal privilege and benefit to the exclusion of marginalized people” (Springtide 2008 pg4).

**Oppression** is the domination of one individual or group by another, more powerful individual or group, using cultural, economic, physical, psychological, or social threats or force, and frequently using an explicit ideology to justify the oppression.

<b>Manual</b>	<b>Human Resources Policy Manual</b>
<b>Section</b>	<b>6 – Standards of Conduct</b>
<b>Subject</b>	<b>6.8 – Anti-Oppression Policy</b>
<b>Date Approved:</b>	<b>August 30, 2016</b>
<b>Reviewed/Revision Approved:</b>	



Oppression takes many forms including but not limited to; sexism, ableism, ageism, sexism, heterosexism, classism, anti-Semitism, homophobia, transphobia, and discrimination based on cultural, ethnic or religious background.

Oppression, evidenced through discrimination, is systemic in our society. It is more than individual acts of violence, segregation, or discrimination motivated behaviour and actions. Oppression is endemic in our institutions and has the effect of exclusion. It is a part of our society and is inextricably linked to the equality rights of women and other marginalized populations.

**Discrimination** is a system of oppression. Discrimination installs and reinforces false divisions between groups of people. It ascribes positive and negative values to membership of these groups. It allows access to economic, political and social power in society dependent upon memberships of these groups. Each discriminatory system has its own unique characteristics and specific content which is directed at a particular social group, but all discriminatory systems share the common elements of identifying a target group characterized by a particular identity, and denying economic, political and/or social power to members of that group.

## Procedures

Anti-Oppression is a lens through which all work at FSTV will be seen. All staff, students, Board members and volunteers are expected to hone their critical reflective abilities, asking how their practice, actions or policies affect individuals differently based on their lived experiences.

- How do our policies affect different people?
- How do our practices affect different people?

In its commitment to eradicate oppression, FSTV will take active measures to position itself against all forms of discrimination, internally and externally.

All staff, students, Board members and volunteers of FSTV will be responsible for the implementation of the Anti-Oppression Policy. Each person will be responsible for ensuring that their behaviour is in accordance with the terms of this policy and that their environment is free of oppression and discrimination. Anti-Oppression awareness, skills and the ability to apply the framework will be a requirement for employment, student placements, volunteer positions and Board membership. Compliance will be evaluated through performance evaluation and/or organizational evaluation on an ongoing basis throughout the year.

Continuing Anti-Oppression awareness will be facilitated by the following:

- An orientation for all new staff, student placements, Board members and volunteers
- All staff, student placements, Board members and volunteers will be required to participate in Anti-Oppression training
- Self-reflection tools will be incorporated in to performance reviews to enable staff and students to critically reflect upon how they are incorporating an Anti-Oppression framework in to their practice and what additional learning/growth they would like to pursue

<b>Manual</b>	<b>Human Resources Policy Manual</b>
<b>Section</b>	<b>6 – Standards of Conduct</b>
<b>Subject</b>	<b>6.8 – Anti-Oppression Policy</b>
<b>Date Approved:</b>	<b>August 30, 2016</b>
<b>Reviewed/Revision Approved:</b>	



- Human Resources will intentionally use an Anti-Oppression lens when looking at how recruitment is undertaken, how diversity and inclusion are promoted within the agency
- The Board will ask how its policies affect individuals differently, and whether they promote greater inclusion

Service users will be made aware of this Anti-Oppression Policy (as necessary) and how it relates to them with respect to their rights and responsibilities. FSTV is committed to anti-oppression training and evaluation on an ongoing basis for all FSTV members.

Approved by: \_\_\_\_\_  
Executive Director

References:

B. Burke and P. Harrison, *Communication, Relationships and Care: A Reader*, 2003  
<http://www.oaith.ca/assets/files/Publications/Intersectionality/integrated-tool-for-policy.pdf>