



# VITANOVA

## **Diversity, Equity & Inclusion**

*In keeping with the historic practice of The Vitanova Foundation since its founding in 1987, its board of directors, on behalf of the members of the Foundation, hereby declare that:*

- *The Vitanova Foundation remains committed to providing a range of addiction-related services (including education, prevention, assessment, treatment, rehabilitation, shelter, outreach and aftercare) to individuals, families and the community at large, irrespective of the race, ethnicity, language, age, gender identity, sexual orientation, physical or mental ability, educational attainment, family/marital status, faith, level of literacy, or socio-economic status of the prospective recipients of such services.*
- *In respect of its recruitment and employment of paid staff and volunteers, including members of its board of directors, Vitanova remains committed to reflecting the diversity of its client populations.*
- *In respect of the treatment of clients, staff, volunteers, and placement students, The Vitanova Foundation remains committed to the principle of equity---ensuring fair treatment of all, particularly in the application of any rule or regulation which may conflict with such principle.*
- *We reaffirm that violence, harassment, oppression, discrimination, racism, ageism, and sexism are prohibited, along with any threats to cultural safety in service, work, or governance environments.*