

Medair Policy on Preventing Racism – one page summary

POLICY STATEMENT

Consistent with Medair's core values of accountability and dignity, Medair has zero tolerance for racial discrimination. We are committed to provide an environment that is free of racism, where everyone is treated with respect and dignity and has an equal opportunity to succeed.

WHO MUST FOLLOW THIS POLICY

Everyone who works for or with Medair must follow it. This includes everyone who represents Medair: employees, temporary workers, volunteers, consultants and contractors.

DEFINITIONS

- **Racism:** the prejudice, discrimination or antagonism directed against someone of a different race or ethnic background based on the conscious or unconscious presupposition that one's own race or ethnicity is superior.
- **Racial Harassment:** any verbal, physical, written or visible action that can reasonably be expected to or is intended to make a person feel belittled, intimidated, offended or apprehensive based on race, ethnic background, colour, nationality, language or cultural background. It includes treating the person/group less favourably or developing policies or practices that appear to be neutral and fair, but that intentionally or unintentionally result in disadvantaging people of a particular race or ethnicity.

PRINCIPLES AND RESPONSIBILITIES

Medair, organizationally, is committed to providing and supporting a work environment that:

- is inclusive of staff from different races, which includes not only their background but also family, culture, and history and beliefs;
- recognises and embraces the value and benefits of cultural diversity;
- promotes respectful, fair and equitable treatment for all staff and other Medair representatives;
- is free from unlawful discrimination;
- promotes equal opportunity, anti-discrimination, cultural awareness, cross-cultural competence, and appropriate conduct for staff through its policies, information resources, recruitment and induction processes, training programs and support services.

All *Medair Representatives* are expected to treat everyone with dignity and to take responsibility to uphold and act in accordance with principles promoting cultural diversity and inclusiveness.

DUTY TO REPORT AND CONFIDENTIALITY

All representatives have a duty to prevent, address or report alleged or suspected violations.

There are two options for reporting: *Informally:* Address directly, potentially with a colleague acting as intermediary. HR is not involved. *Formally:* Report suspected violations to your manager, your Medair point of contact, or if not comfortable, report it to another senior manager. You may also send a report to notify@medair.org or fill in an online form at <https://www.medair.org/reporting-misconduct>. All information will be treated as confidential. The Diversity & Inclusion listening group (DI.listening@medair.org) is available to anyone who has experienced or been impacted in any way by an incident of racism.

PROTECTION AGAINST RETALIATION

Medair and its senior management are committed to protecting from retaliation or harassment any person who in good faith reports suspected discrimination.