



## **INCLUSION POLICY CONFIDENTIALITY AND NON-DISCLOSURE POLICY**

The Co-operative Young Leaders (CYL) seeks to provide a supportive environment for LGBTQ+ facilitators/camp counsellors and staff of the Ontario Co-operative Association (OCA) by treating with respect those persons who are open about their sexual orientation or gender identity. CYL also recognizes that some people might not wish to share this information with fellow facilitators/camp counsellors and OCA staff or others involved in the organization and is equally dedicated to respecting the confidentiality of those persons.

If you require support or accommodation and do not feel comfortable approaching your team lead or the on-site OCA staff, you may contact Carol Fleming, Director Co-operative Young Leaders or Jennifer Ross, Executive Director, Ontario Co-operative Association.

Facilitators/camp counsellors, OCA staff and other individuals involved in the operation of Co-operative Young Leaders will never reveal sensitive information about an individual's sexual orientation or gender identity without that person's express written consent. Those in violation of this policy will be subject to disciplinary action up to and including dismissal from the program.