



ANTI-RACISM, ACCESS AND EQUITY POLICY

A: STATEMENT OF COMMITMENT

Arlo Hotels is made up of people from diverse communities and equity seeking groups. We recognize that barriers to services exist for members of diverse communities, particularly for equity seeking groups, and we are committed to acting as a positive force in eliminating these barriers.

To achieve this, Arlo Hotels in its best effort will:

- provide equitable access to its services, resources and decision making
- promote the goals of anti-racism, access and equity; and
- take reasonable steps so that our services, programs and decision making reflect the community it serves.

Arlo Hotels prohibits discrimination or harassment and protects the right to be free from hate activity based on age, ancestry, citizenship, creed (religion), color, disability, ethnic origin, family status, gender identity, level of literacy, marital status, place of origin, race, receipt of public assistance, record of offences, sex, sexual orientation, or any other personal characteristic.

¹ For the purposes of this policy, equity-seeking groups include women, people with disabilities, racial minorities, the socio-economically disadvantaged, lesbian, gay, bisexual, and transgendered persons.

Definitions

Anti-racism: a set of practices and systems designed to eliminate racism. Racism includes racist ideologies, prejudiced attitudes, discriminatory behaviors, structural arrangements and institutionalized practices resulting in racial inequality as well as the fallacious notion that discriminatory relations between groups are morally and scientifically justifiable.

Access: the ability of or extent to which communities or individuals can obtain needed services and achieve full participation in the planning, development, administration, delivery, and employment of those services. Access includes guest, client, and Team Member access.

Equity: practices designed to remove systemic barriers to equality of opportunity by identifying and eliminating discriminatory policies and practices.

Discrimination: the act of treating a person unequally by imposing unequal burdens, denying benefits, or limiting or denying access, based directly, indirectly, or incidentally upon personal characteristics such as their membership in one or more protected classes. Discrimination is usually based upon prejudices and stereotypical assumptions, often related to at least one of the grounds set out in this Policy. Under both Arlo's Policy and the letter of the law, it is not necessary to have an intent to discriminate. Workplace rules, policies, procedures, requirements, qualifications, and other factors may have adverse or discriminatory effects even if they are not directly or intentionally discriminatory. This may create barriers to achievement and opportunity as well as ground for civil liability both for the individual and the organization.

Harassment: a course of conduct, including comments and/or actions that are offensive, belittling, threatening, or otherwise unwelcome behavior, directed at someone.



B: POLICY AND ACTIONS ON ANTI-RACISM, ACCESS & EQUITY

Employment

Arlo Hotels is committed to achieving representation of equity seeking groups on its staff by ensuring that members of equity seeking communities have equitable access to employment. This includes recruitment, selection, staff development, performance evaluation, retention, promotion and termination.

Arlo Hotels is committed to maintaining an environment where all individuals are treated with dignity and respect and are free from all forms of discriminatory treatment, behavior or practice. Discrimination, harassment, violence, and any other form of discriminatory practices will not be tolerated by Arlo Hotels. Discrimination does not have to be intentional. It can result from practices or policies that appear to be neutral but, in reality, have a negative effect on groups or individuals based on race, religion, gender, etc.

Services

Arlo Hotels is committed to providing accessible services and programs to diverse communities. This involves review of current outreach, communications, program planning and evaluation.

Training and Education

Arlo Hotels is committed to providing all team members with the knowledge, understanding, and skills to be successful throughout their employment. It would also provide access to members of diverse communities, particularly equity seeking communities.

Information and Communications

Arlo Hotels is committed to communicating information on its services and programs that are accessible to diverse communities.