

Inclusion Statement Templates

Here are a few great examples of inclusion statements and policies to help you begin crafting your own! Make sure to get input and feedback from your staff or others, especially those with disabilities.

1. [Name of Organization] is an inclusive and accessible employer, committed to inclusive, barrier-free recruitment and selection processes, and a workplace aligned with [name of applicable legislation].
2. [Name of Organization] is committed to maintaining a workforce that demonstrates the values and visions of the organization, and hires employees who demonstrate the necessary skills and qualifications. Employees are made aware of the job skills, duties and qualifications required through Job Descriptions and/or Performance Expectations. Current Job Descriptions are maintained for all employees.

 [Adapted from: Job Postings – Canadian Association for Supported Employment](#)

3. [Name of Organization] values the diversity of the people it hires and serves. Diversity at [Name of Organization] means fostering a workplace in which individual differences are recognized, appreciated, respected and responded to in ways that fully develop and utilize each person's talents and strengths.

 [Adapted from: How to Write for an Inclusive Job Posting – Hire for Talent](#)

4. [Name of Organization] is an equal opportunity employer that is committed to diversity and inclusion in the workplace. We prohibit discrimination and harassment of any kind based on race, color, sex, religion, sexual orientation, national origin, disability, genetic information, pregnancy or any other protected characteristic as outlined by federal, provincial or local laws.

This policy applies to all employment practices within our organization, including hiring, recruiting, promotion, termination, layoff, recall, leave of absence, compensation, benefits, training and apprenticeship. [Name of Organization] makes hiring decisions based solely on qualifications, merit and business needs at the time. For more information, read through our Equal Employment Opportunity policy: [add link, if your organization has such a policy].

 **Adapted from: [Equal Opportunity Employer Statement – Betterteam](#)**