



Policy #	01OPS-06POL-001		
Subject	Positive Space Policy		
Approved By	Management		
Effective Date	1 August 2017	Revision Date	10 November 2023

PURPOSE

Lambton Public Health (LPH) believes that diversity enriches the communities in which we live and work. LPH celebrates diversity and is committed to creating an inclusive environment where everyone is treated with dignity and respect. An intersectional approach to public health recognizes the complexity and diversity of human experience. It helps us consider ways that systems of power and oppression like racism, classism and sexism are interwoven (NCCDH, 2022).

Lambton Public Health has updated the Positive Space symbols to reflect the “Progress Pride Flag”. The Progress Pride Flag was designed by Daniel Quasar in 2018. Quasar added a five-coloured chevron to the Rainbow Flag. The pink, light blue, and white stripes represent the transgender community; the black and brown stripes represent racialized 2SLGBTQIA+ people, as well as those living with HIV/AIDS and people who have died from HIV/AIDS (Reign, 2018). The original 6 colours of the flag represent the following: red is for life, orange is for healing, yellow is for sunlight, green is for nature, blue is for harmony/serenity, and violet is for spirit (<https://gilbertbaker.com/rainbow-flag-color-meanings/>).

This policy is specifically to address sexual orientation, gender identity and expression, and the discrimination and harassment that occur in the workplace, pursuant to the requirements of the County of Lambton’s ‘Workplace Violence, Harassment and Sexual Harassment Prevention Policy’, Occupational Health and Safety Act, and the Ontario Human Rights Code’ (the Code). The Code prohibits actions that discriminate against people based on a protected ground in a protected social area. Protected grounds are:

- Age
- Ancestry, colour, race
- Citizenship
- Ethnic origin
- Place of origin
- Creed
- Disability

- Family status
- Marital status (including single status)
- Gender identity, gender expression
- Receipt of public assistance (in housing only)
- Record of offenses (in employment only)
- Sex (including pregnancy and breastfeeding)
- Sexual orientation.

Please refer to the Code for further information regarding [gender identity and gender expression](#), as well as [sexual orientation and human rights](#).

This policy applies to all persons transacting with or on behalf of Lambton Public Health including, without limitation, employees, consultants, students, and volunteers.

POLICY

"Positive Space" refers to an agency that is open and welcoming, as well as equitable and accessible to persons of all sexual and gender diversities, both to clients and employees of the agency. The term also refers to an agency in which all staff have received training and education to understand sexual orientation and gender identity and expression, and are familiar with human rights, diversity, and related resources (OPHA, 2011).

1. Lambton Public Health Positive Space Policy

- 1.1. Lambton Public Health recognizes our organization to be a Positive Space where every individual has the right to receive equitable service and work in a professional atmosphere that promotes equal opportunities and prohibits discriminatory practices (OPHA, 2011).
- 1.2. [A Positive Space Symbol and Statement](#) will be displayed prominently within LPH's public spaces and on LPH's website.

2. Training and Education

[2SLGBTQIA+ Inclusivity - Personal Assessment Tool](#) (for frontline staff) and [2SLGBTQIA+ Inclusivity - Workplace Assessment Tool](#) (for management and supervisors, in consultation with the LPH Positive Space Committee) and positive space training to be completed by all new employees and as required thereafter.

Staff shall notify their supervisor when they have completed the assessment tool and required training.

Additional Resources:

- [Responding with Allyship](#)
- [Zero Tolerance of Gender-Based Violence poster](#)

- [How to Make Your Practice Inclusive for 2SLGBTQ+ BIPOC Folx](#)

3. Data Collection

- 3.1. Data collection shall follow the requirements of the County of Lambton's 'Freedom of Information and Protection of Privacy Policy' and be inclusive as to:
- a) Clients are informed on why information is being collected and who will have access to it.
 - b) All LPH intake and documentation forms use inclusive, gender-neutral language options for self-identification (name, gender, and sexual orientation) and family composition as necessary. Please refer to these [suggestions](#) on how to make forms more inclusive of gender diversity.
 - c) LPH staff will use inclusive, gender-neutral language when explaining or collecting necessary data for standard government forms that cannot be altered.

4. Communication

- 4.1. All LPH facilities, programs, and services are to be inclusive e.g. images, language, accessibility.
- 4.2. All LPH-created public resources, publications, and media releases shall be inclusive and use gender-neutral language. All staff members are responsible for ensuring their resources meet the Positive Space policy.
- 4.3. [Language resources](#) shall be posted to the [Hub](#) along with other Positive Space educational resources.

PROCEDURE

Other related [policies](#) which address aspects of the appropriate corporate response to Workplace Violence, Workplace Harassment and Workplace Sexual Harassment include:

- The County of Lambton Policy H04.18a Workplace Violence, Harassment and Sexual Harassment Prevention
- The County of Lambton Policy H04.18b Workplace Violence and Harassment Prevention Program

REFERENCES

OPHA. (2011, March). Ontario Public Health Association. Retrieved from A Positive Space Is A Healthy Place: <https://www.gilbertcentre.ca/wp-content/uploads/2016/08/OPHA-Positive-Space-Manual.pdf>

National Collaborating Centre for Determinants of Health. (2022). Let's

Talk: Intersectionality. Antigonish, NS: NCCDH, St. Francis Xavier University. https://nccdh.ca/images/uploads/comments/NCCDH_Lets-Talk-Intersectionality_EN.pdf

National Collaborating Centre for Determinants of Health (2018). Let's Talk: Racism and Health Equity (Rev. ed.). Antigonish, NS: National Collaborating Centre for Determinants of Health, St. Francis Xavier University. <https://nccdh.ca/images/uploads/comments/Lets-Talk-Racism-and-Health-Equity-EN.pdf>

Reign, E. (2018). This Pride Flag Redesign Represents the Diversity of the LGBTQ+ Community. <https://www.them.us/story/pride-flag-redesign>

POLICY HISTORY REFERENCES

REVISION	DATE	PREPARED BY
N/A	24 June 2022	N/A
Updated template Updated language and grammar Added information regarding the colours of the pride flag Added and/or updated links to additional resources	10 November 2023	LPH Positive Space Committee; OMOH AA, C. Quek