



Policy #	<b>01OPS-06POL-001</b>		
Subject	<b>Positive Space Policy</b>		
Approved By	Management		
Effective Date	1 August 2017	Revision Date	6 May 2026

**BACKGROUND**

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).

"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).

**PURPOSE**

To address the sexual orientation, gender identity, gender expression, and discrimination and/or harassment that occur in the workplace, pursuant to the requirements of the County of Lambton's "[H04.18a Workplace Violence, Harassment and Sexual Harassment Prevention Policy](#)", the [H04.18b Workplace Violence and Harassment Prevention Program](#), the 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 LPH including, without limitation, employees, consultants, students, and volunteers.

## **POLICY**

### **Lambton Public Health Positive Space Policy, Symbol, and Statement**

- LPH 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).

**A Positive Space Symbol and Statement will be displayed prominently within LPH's public spaces and on LPH's website.**

- The LPH Positive Space symbol reflects the “Progress Pride Flag,” which 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/>)

### **Training and Education**

- The 2SLGBTQIA+ Inclusivity - Personal Assessment Tool (**Appendix A**) and Positive Space training is to be completed by all new employees and as required thereafter.
- For staff who have not completed training before or are needing a refresher, training options include: [Rainbow Health Ontario 2SLGBTQIA+ Foundations Course](#) (\$30 per person) or the [National LGBTQIA+ Health Education Center Foundations of LGBTQIA+ Health Part 1](#) (free of charge). Both options are virtual. Staff are advised to discuss training needs with their supervisor or manager.

- Individual staff training is to be assigned and tracked using UKG Pro Learning.
- The 2SLGBTQIA+ Inclusivity - Workplace Assessment Tool (**Appendix B**) is to be completed at least every three years by the Senior Leadership Team (SLT) in consultation with the Positive Space Committee.
- Additional Educational Resources (Optional):
  - [Responding with Allyship](#)
  - [Zero Tolerance of Gender-Based Violence poster](#)
  - [Tip Sheet for Healthcare Providers on 2SLGBTQIA+ Affirming Care](#)
  - [Intersectional Affirming Care](#)

## Data Collection

- Data collection shall follow the requirements of the County of Lambton's [A19.02 Freedom of Information and Protection of Privacy Policy](#) and LPH's [Privacy Policies and Procedures](#), and LPH's [01OPS-03COM-011 Creation and Update of Client-Facing Forms Policy](#).
- Clients are informed on why information is being collected and who will have access to it.
- LPH intake and documentation forms use inclusive, gender-neutral language options for self-identification (name, gender, and sexual orientation) and family composition, as necessary.
- LPH staff use inclusive, gender-neutral language when explaining or collecting necessary data for standard government forms that cannot be altered.

## Communication

- All LPH facilities, programs, and services are to be inclusive (e.g. images, language, accessibility).
- 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.
- [Language resources](#) shall be posted to the Hub along with other Positive Space educational resources.

## REFERENCES

OPHA. (2011, March). Ontario Public Health Association. Retrieved from A Positive Space Is A Healthy Place.

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](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

REVISION	DATE	PREPARED BY
Fixed broken link	May 6, 2026	LPH Positive Space Committee
Formatted and updated the template	April 22, 2026	J.McCormick, OMOH AA
Rainbow Health Ontario training price updated Broken links updated and/or removed Link to new P&P added (Creation and Update of Client-Facing Forms) Added Assessment Tools as Appendices Moved information within policy, created Background section, and removed Procedure section	March 24 2026	LPH Positive Space Committee
Checked links, template and accessibility -highlighted broken links unable to fix	11 November 2025	J.,McCormick, OMOH AA
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	27 July 2023	LPH Positive Space Committee; OMOH AA, C. Quek
Added and/or updated links to additional resources	27 October 2023	LPH Positive Space Committee
Updated links and training materials	27 November 2024	LPH Positive Space Committee