Anti-Racism Policy Outline Template

1. Purpose Statement

Briefly state the purpose and commitment of the organization to anti-racism.

2. Scope

Define who the policy applies to (e.g., employees, volunteers, clients, stakeholders).

3. Definitions

- Racism
- Anti-Racism
- Discrimination
- Diversity and Inclusion

4. Guiding Principles

- Commitment to equity and fair treatment
- Respect for all individuals
- Zero-tolerance for racism

5. Policy Statements

- Prohibition of racist behavior, language, or actions
- Encouragement of reporting racist incidents
- Ensuring a safe and inclusive environment

6. Responsibilities

- Leadership responsibilities
- Employee/Member responsibilities
- Reporting responsibilities

7. Reporting Procedures

1. How to report incidents of racism
2. Confidentiality and protection against retaliation
3. Process for investigating reports

8. Consequences of Policy Breach

- Possible disciplinary actions
- Restorative processes

9. Training and Education

- Anti-racism training programs
- Ongoing education and workshops

10. Monitoring & Review

- Regular review of policy effectiveness
- Feedback mechanisms

Date Approved: _____

Policy Owner: _____