

Diversity and Inclusion

Professional Research Standards | General company policy

1. Fair treatment

Atlantic Research and Field Services (ARFS) treats people fairly and with respect, regardless of race, ethnicity, national or Indigenous origin, religion, age, sex, sexual orientation, gender identity or expression, disability, or other characteristics protected by applicable human rights law. This commitment applies to employees, contractors, applicants, research participants, clients and community partners.

2. Decisions based on relevant requirements

Recruitment, assignments and working relationships are based on relevant skills, qualifications, availability and legitimate project requirements. ARFS does not tolerate discrimination, harassment or demeaning conduct. People are expected to communicate professionally and respect different backgrounds, experiences and perspectives.

3. Practical accommodation

ARFS makes reasonable efforts to accommodate disabilities and other needs protected by human rights law, in accordance with its legal obligations. Where a need is identified, ARFS discusses practical options with the person concerned. These may include an alternative communication format, an accessible meeting location, adjustments to timing or suitable changes to how an activity is carried out. Personal information about accommodation needs is handled confidentially and shared only where necessary.

4. Respectful participation

ARFS aims to give people a fair opportunity to take part in research and field activities within each project's scope. Instructions and communications should be clear, respectful and free from unnecessary barriers. Specific accessibility procedures are addressed in the separate Accessibility policy.

5. Questions, concerns and responsibility

Charles Batstone, Owner and Director, is responsible for this policy. Anyone may raise an accommodation request or concern at charles@atlanticresearch.ca or 902-249-0002. ARFS reviews concerns promptly and fairly, limits disclosure to those who need to be involved, and takes appropriate corrective action. Retaliation for raising a concern in good faith is not acceptable. This policy is reviewed annually and when relevant requirements change.