

## **Notice to Donors, Community Partners and Event Attendees**

Thank you for supporting the Victoria Hospitals Foundation. Your generosity is truly making a difference in our hospitals.

We would like to share the following important information:

The Victoria Hospitals Foundation is committed to inclusion, diversity, equity, and accessibility. Consistent with our organization's values, we are committed to providing a safe and respectful space for everyone within our workplace and other work-related environments.

We communicate with each other in ways that are professional, supportive, understanding, and non-threatening, whether in person, virtually, or in writing. Any act or threat of physical violence, threatening or disruptive behaviour, harassment, discrimination, aggression, or disrespectful comments will not be tolerated.

Our expectation is that all donors, community partners and event attendees will respect and adhere to these values. Any failure to conduct oneself accordingly will be addressed promptly by our senior leadership and/or Board of Directors. Action taken may include but not be limited to the denial of access to events and prohibition from attending in future.

Thank you for your understanding.