

1.22 – Corporate Social Responsibility - Policy

Approved: December 16, 2014
Revised: November 1, 2015
Reviewed: May 28, 2019

Carlton Trail College defines Corporate Social Responsibility as follows:

- conducting business in a socially responsible and ethical manner
- protecting the environment and the safety of people
- supporting human rights
- engaging, learning from, respecting and supporting the communities and cultures with which we work

The Board of Directors will ensure that all matters of Corporate Social Responsibility are considered and supported in our governance and operations and are consistent with the College stakeholders' best interests.

All College employees and contractors will adopt the Corporate Social Responsibility considerations described in this policy in their day-to-day work activities. College leaders will act as role models by incorporating these considerations into decision-making and ensuring that appropriate organizational structures are in place to effectively identify, monitor and manage Corporate Social Responsibility issues and performance. This Policy is built on the following areas that reflect existing and emerging standards of Corporate Social Responsibility:

Business Ethics and Transparency

The Board is committed to maintaining the highest standards of integrity and governance practices in order to maintain excellence in its daily operations and promoting confidence in our governance system. The Board will conduct its business in an open, honest and ethical manner. The Board recognizes the importance of protecting all of our human, financial, physical, informational, social, environmental and reputational assets.

Environmental Health and Safety

Carlton Trail College is committed to protecting the health and safety of all individuals affected by our activities, including our students, employees, contractors and the public. The College will provide a safe and healthy working environment and will not compromise the health and safety of any individual. Our goal is to have no accidents and mitigate impacts on the environment by working with our stakeholders, peers and others to promote responsible environmental practices and continuous improvement. Carlton Trail College is committed to environmental protection and stewardship. Carlton Trail College recognizes that pollution prevention and resource conservation are key to a sustainable environment, and will effectively integrate these concepts into its decision-making. All employees are responsible and accountable for contributing to a safe working environment, for fostering safe working attitudes and for operating in an environmentally responsible manner.

Stakeholder Relations

Carlton Trail College will engage stakeholders clearly, honestly and respectfully.

Employee Relations

Carlton Trail College will ensure that employees are treated fairly and with dignity and consideration for their goals and aspirations and that diversity in the workplace is embraced. Carlton Trail College will apply fair labour practices, while respecting current legislation and collective bargaining agreements. Carlton Trail College is committed to providing equal opportunity in all aspects of employment and will not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation or harassment.

Human Rights

Carlton Trail College will always strive to build trust, deliver mutual advantage and demonstrate respect for human dignity and rights in all relationships it enters into, including respect for cultures, customs and values of individuals and groups.

Community Development

Carlton Trail College stresses collaborative, consultative, partnership approaches in its work with the various communities that it serves within our region.