



## BILINGUALISM POLICY

- This document includes a broad-based **Policy Statement** embodying the CACP principles upon which the policy is based.
- This document includes **Guidelines** that allow for flexible, scaled up implementation using a clear rationale and consistent approach.
- This document includes **Practices** detailing strategies and procedures the CACP will use to achieve the objective of the Bilingualism Policy.

### **BILINGUALISM POLICY STATEMENT**

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The members of the Canadian Association of Chiefs of Police play an important role in fostering diversity and inclusion within the Association and elsewhere. A commitment to promoting bilingualism ensures that services are accessible in both of Canada's official languages, French and English. This approach not only enhances communication but also builds trust and understanding within culturally and linguistically diverse communities.

### **SCOPE AND APPLICATION**

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- a. This policy applies to all areas of the CACP Not-For-Profit Corporation.
- b. The Chief Executive Officer is responsible for the implementation of the Bilingualism Policy.
- c. The Chief Executive Officer will provide a periodic situational report to the President and Board of Directors.
- d. All members of the CACP staff and new hires will be familiarized with the Bilingualism Policy.

### **GUIDELINES AND PRACTICES**

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Are attached as Appendix 'A'.

## APPENDIX 'A'

### GUIDELINES

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- The Chief Executive Officer will ensure that all members of the Association and others are able to communicate with the CACP in either French or English.
- Committee reports or other CACP material that is submitted to the membership and/or the Board of Directors will be provided in both French and English.
- Correspondence within the context of advocacy will be available in both French and English.

### PRACTICES

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- To ensure the official languages of French and English are reflected on the Board of Directors, the Electoral Commission will ensure the nominating slate includes at least two bilingual Directors.
- To ensure the official languages of French and English are reflected on the Executive Committee, the Board of Directors will ensure that at least one of the Vice-Presidents selected to serve is bilingual.
- Official CACP communications, such as presentations to elected officials, parliamentary committees and the media, will be provided in both French and English.
- To facilitate bilingual engagement and accessibility at CACP events and on committees, translation services will be provided.