

## **Language Policy**

The Board of Directors of Municipalities Newfoundland and Labrador has adopted the following Language Policy. We ask that all members, speakers, guests, etc., follow this policy while attending and participating at any MNL event.

### **MNL Policy Manual, Section 111, Page 11:**

#### **3.13 Language Policy**

Prejudice and discrimination may arise and be reinforced by our use of language, which may not be neutral and value-free. Words and phrases can be associated with apparently negative attitudes and may unwittingly give offence to people including members of groups that are subject to prejudice, harassment or discrimination.

Everyone is expected to seek to ensure that their written, spoken and electronically transmitted or published material does not contain language that may knowingly cause offence to others. Rather than be prescriptive about use of language, directors, staff, delegates and presenters are asked to exercise good judgment and be aware of common, inappropriate or offensive references to race, gender, disability, age, sexual orientation, or religion.