

## MISSION

The Canadian Association of Refugee Lawyers (CARL) serves as an informed national voice on refugee law and the human rights of refugees and forced migrants, and promotes just and consistent practices in the treatment of refugees in Canada.

## VALUES

CARL's core values are informed by our commitment to fundamental human rights. We value the inherent worth and dignity of our colleagues and the refugees and migrants whose interests we seek to advance.

We adhere to the principles of equity, inclusion, diversity and belonging, and strive to ensure a safe, accessible and positive environment for all through our commitment to non-discrimination, anti-oppression and anti-racism.

We strive to foster collegiality, and to work respectfully and collaboratively.

## NORMS

We encourage open and frank discussion and debate during Executive Committee meetings and in Working Groups, respecting the confidentiality of those internal discussions.

We ensure accountability to our members through periodic and timely communications reporting CARL decisions and activities.

We give colleagues the benefit of the doubt, and assume we each come to discussions in good faith and with good intentions.

We approach disagreement and conflict with curiosity and compassion.

We are also committed to accountability and do not accept abusive, offensive or otherwise inappropriate language or communication. Abusive, offensive, or inappropriate conduct includes but is not limited to:

- tone of expression, language or gestures that are harassing, threatening, profane or degrading
- statements made regarding an individual's personal characteristics or attributes, including comments on an individual's age, gender, race, religion, or sexual orientation
- statements made to intimidate or pressure an individual

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