

**Ontario Labour  
Relations Board**

505 University Avenue  
2nd Floor  
Toronto, Ontario M5G 2P1  
Telephone: 416-326-7500

**Commission des relations  
de travail de l'Ontario**

505, avenue University  
2<sup>e</sup> étage  
Toronto (Ontario) M5G 2P1  
Téléphone: 416-326-7500



## **ONTARIO LABOUR RELATIONS BOARD INCLUSIVE LANGUAGE POLICY**

The Ontario Labour Relations Board is committed to promoting language and procedures that are reflective and respectful of all participants in its proceedings.

To that end, the Board invites all participants in Board proceedings to communicate their preferred pronouns (e.g. he/him, she/her, they/them) and prefixes (e.g. Mr./Ms./Mx.) when stating their names or by including this information in their screen name during a video proceeding.

The Board has introduced a form (Form A-152) by which participants in a proceeding may identify the pronouns and prefixes they prefer to use during the proceeding, if they so choose. Completing this form is entirely voluntary. It may be filed with the Board by attaching it to a Form A-108 or any other means permitted by the Board's Rules.

Parties may be asked during the course of a hearing to identify their participants' (including witnesses) preferred pronouns, and also to do so, if they so choose, on the Appearance Information Sheet.

Pronouns and prefixes provided by participants may also be used in decisions of the Board, which are public documents.