## INDIGENOUS RELATIONS POLICY

[Organization Name] (the “Employer” or “the organization”) is committed to building and maintaining respectful, collaborative, and lasting relationships with Indigenous peoples and communities in Canada. These relationships will be rooted in mutual respect, transparency, inclusion, and reconciliation.

This policy outlines how the organization will promote engagement with Indigenous peoples and support the participation and advancement of Indigenous individuals within the workplace and broader community.

SCOPE

This policy applies to:

* All organizational activities, including planning, development, operations, and community engagement.
* All Indigenous communities in proximity to, or potentially impacted by, the organization’s work.
* All directors, executives, officers, employees, and contractors representing or performing work on behalf of the organization.

DEFINITION

For the purposes of this policy, "Indigenous peoples" as defined by the Government of Canada, is “a collective name for the original peoples of North America and their descendants.”

The Canadian Constitution recognizes 3 groups of Indigenous peoples:

* First Nations
* Inuit
* Métis

GUIDING PRINCIPLES

In response to the Canadian government's November 2010 statement and the Alberta government's affirmation in July 2015 in support of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), the organization has established this Indigenous Relations Policy guided by the following principles:

* **Respect:** The organization will uphold Indigenous communities' legal rights, as well as their cultural traditions, economy, beliefs, knowledge, and uses of lands and resources. This regard will guide our operations and business practices, as well as our interactions with Indigenous peoples, communities, tribal councils, and organizations.
* **Communication and Collaboration:** The organization will engage in early, consistent, and culturally appropriate communication with Indigenous communities.
	+ We will work to maintain meaningful, transparent, and ongoing dialogue to support informed participation and decision-making. The employer’s approach will be to engage in meaningful collaborations from the start.
* **Inclusivity, Equity, and Participation**: The organization will fully support and encourage the recruitment, retention, and advancement of Indigenous employees, especially from local communities. The employer also seeks to enhance Indigenous peoples' long-term capacity to participate in the economy and share in our success by promoting strategies and programs that build capacity in Indigenous communities and improve their ability to benefit economically from resource development opportunities.
	+ We will work with Indigenous communities to support projects aligned with their goals, including education, employment, and cultural initiatives.
* **Environmental Stewardship:** The organization honours the Indigenous peoples' strong traditional ties to their land and surroundings. The employer is dedicated to the protection of people and the environment, as well as to the incorporation of Indigenous wisdom and environmental care. We recognize our own responsibilities to the land and to long-term environmental stewardship.
* **Cultural Recognition and Learning:** The organization will incorporate land acknowledgements during internal events, training sessions, and organizational celebrations. It will encourage respectful employee participation in Indigenous cultural events and observances, including, but not limited to: the National Day for Truth and Reconciliation and National Indigenous Peoples Day. The organization will also provide training and learning opportunities to help employees develop a deeper understanding of Indigenous history, cultures, and contemporary issues. This includes training modules or workshops, leadership-specific training where applicable, and support for the creation and participation in Indigenous Employee Resource Groups and Talking Circles.

ROLES AND RESPONSIBILITIES

The [Insert Role Title - e.g., Director of Indigenous Relations, Managers] will be responsible for overseeing the application of this policy, as well as resolving any concerns that occur with respect to Indigenous stakeholders.

Specifically, the [Insert Person] will be responsible for assessing risks and opportunities related to Indigenous stakeholders and engagement, and recommending actions that are consistent with this policy to the employer.

On a daily basis, the [Insert Person] is primarily responsible for ensuring compliance with and the integration of this policy within the organization’s operations and any corporate decision-making that may affect Indigenous stakeholders. This includes facilitating respectful consultation and communication with Indigenous stakeholders, supporting the integration of Indigenous perspectives in relevant programs and initiatives, and reporting on progress toward commitments under this policy.

VIOLATIONS

Any breach of this policy must be reported immediately to [Insert Person]. Employees who violate this policy may be subject to disciplinary action, up to and including termination.

POLICY REVIEW

This policy will be reviewed [insert frequency, e.g., every year]. The organization will provide employees and stakeholders with regular updates on reconciliation initiatives and progress in building respectful Indigenous relationships.