



RICHARDS  
BUELL  
SUTTON

*Established in 1871*

## FIRM CULTURE & DIVERSITY

### FOR MORE THAN 145 YEARS...

We have gathered an enviable group of individuals, who share our collective passion for caring about our clients, and we cultivate an atmosphere that is respectful and collegial; one that provides a workplace where the very best work is achieved.

Our supportive and nurturing culture is genuine. Aside from the great benefits we offer and resources – on-site yoga and gym, fitness subsidy, parental support and counselling, wellness competitions, firm Sun Run team, other local walk, run and ride teams; and various lunch and learns on everything from financial wellness to exercise, diet and nutrition – you might also choose to join us in our community support initiatives, social committee, our wellness or our green programs. Our benefits provider tells us we are the healthiest law firm in Vancouver. We love that because we care about our people.

We also offer a comprehensive benefits package which includes extensive extended health and medical coverage, and full details can be found [here](#).

If you are a like-minded professional, staff member, or student, please [click here](#) and learn about the opportunities to join us. We look forward to meeting you.

### OUR COMMITMENT TO DIVERSITY

Our firm respects the dignity and worth of everyone who works at the firm and recognizes that such respect is the foundation for productive and harmonious working relationships. Individuals have a right to a professional atmosphere which promotes equal opportunities. Our management team is composed entirely of accomplished female leaders, each from various cultural backgrounds. One member of this team is the only Canadian representative to be asked to sit on an international committee solely dedicated to Diversity and Inclusion efforts.

No person shall be denied opportunities within their employment or benefits for reasons related to discrimination and unrelated to ability. The firm recognizes that working to achieve equality sometimes requires that, instead of treating all persons the same way, different measures or accommodations may be required to fulfill this goal. Members of our Diversity Committee are accessible to all members of our firm to discuss any issues in their employment relating to diversity or equality if they do not feel comfortable approaching the people they work with or the managing partner directly.

Discrimination means a distinction, whether intentional or not, based on a characteristic or perceived characteristic relating to race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, or age that has the effect of imposing burdens, obligations, or disadvantages on an individual or class of individuals not imposed



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upon others, or which withholds or limits access to opportunities, benefits, or advantages available to other individuals or class of individuals. We have a policy in place, available for all to access, that sets out our confidential process for discussing and resolving concerns.

Diversity is the essence of a community's strength, vitality and prosperity. Our firm's culture is community-oriented, and we are proud to be distinctively diverse. Collectively, we speak 18 different languages, providing us an opportunity to connect with our growing diverse community and to continue providing top-tier client service.



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