## HUMAN RIGHTS COMMITMENT POLICY

[Organization Name] believes employees have a right to work in a respectful environment and is committed to upholding the human rights of all employees. Specifically, [Organization Name] will ensure that every employee has a right to equal treatment under the protected grounds and aspects of employment established by the *Alberta Human Rights Act* (AHR Act).

POLICY

[Organization Name] will not discriminate against any of its employees under any of the protected grounds established by the AHR Act which are: race, colour, ancestry, place of origin, religious beliefs, gender, gender identity, gender expression, age, physical disability, mental disability, marital status, family status, source of income, and sexual orientation.

Furthermore, [Organization Name] will ensure equal treatment for its employees, including, but not necessarily limited to, the following processes:

* Job applications
* Recruitment
* Training
* Transfers
* Promotions
* Apprenticeship terms
* Dismissal
* Layoff

[Organization Name] will ensure that this right to equal treatment is upheld in the areas of rate of pay, overtime, hours of work, holidays, benefits, shift work, discipline, and performance evaluations.

Accommodation

Employees who require accommodation according to any of the protected grounds listed about are asked to bring this to the attention of Management. The company will take the steps needed to provide accommodation up until the point of undue hardship. It is up to the employer and the employee to work together to find a reasonable accommodation.

Complaints

Employees who feel they have been discriminated against may make a complaint to the Alberta Human Rights Commission.