## HUMAN RIGHTS COMMITMENT

[Organization Name] is committed to upholding the human rights of all employees. Specifically, [Organization Name] will ensure that every employee has the right to equal treatment under the protected grounds and aspects of employment established by the *Canadian Human Rights Act*.

PROTECTED GROUNDS

* Race
* National or Ethnic Origin
* Colour
* Religion
* Age
* Sex
* Sexual Orientation
* Gender identity or expression
* Marital Status
* Family Status
* Genetic characteristics
* Disability
* A conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered

POLICY

[Organization Name] will not discriminate against any of its employees under any of the protected grounds outlined above.  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.

Duty to Accommodate

[Organization Name] has a duty to accommodate employees to eliminate negative treatment based on the prohibited grounds of discrimination. [Organization Name] will accommodate to the point of undue hardship which can only be considered when adjustments to a policy or practice would incur financial cost, necessitate outside funding, or create risks to the health or safety of a person.

Filing a Complaint

[Organization Name] acknowledges that an employee who believes their rights have been violated may speak to a Human Rights Officer or file a complaint with the Canadian Human Rights Commission. [Organization Name] will not retaliate against any employee who has filed a complaint with the Tribunal or had someone file a complaint on their behalf.