## HUMAN RIGHTS AND DISCRIMINATION POLICY

[Organization Name] 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 Northwest Territories *Human Rights Act*.

DEFINITION

As per the Nunavut *Human Right Act*, discrimination means to harass, deny employment or equal employment opportunities, exclude, deny any goods or services that are customarily available to the public, or to deny tenancy to an individual based on a protected ground.

PROHIBITED GROUNDS OF DISCRIMINATION

* race,
* colour,
* ancestry,
* nationality,
* ethnic origin,
* place of origin,
* creed,
* religion,
* age,
* disability,
* sex,
* sexual orientation,
* gender identity, marital status,
* family status,
* family affiliation,
* political belief,
* political association,
* social condition, and
* a conviction that is subject to a pardon or record suspension

POLICY

[Organization Name] will not discriminate against any of its employees under any of the grounds of discrimination 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 also 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. This includes ensuring men and women are paid equally when they are doing work of the same value.

Duty to Accommodate

[Organization Name] has a duty to accommodate employees up to the point of undue hardship in order to eliminate negative treatment based on the prohibited grounds of discrimination.

Filing a Complaint

[Organization Name] acknowledges that an employee who believes their rights have been violated may file a complaint with the NWT 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.