## HUMAN RIGHTS COMMITMENT

[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 Nova Scotia *Human Rights Act*.

PROTECTED GROUNDS

* Age
* Race
* Colour
* Religion
* Creed
* Ethnic, national or aboriginal origin
* Sex (including pregnancy and pay equity)
* Sexual orientation
* Physical disability
* Mental disability
* Family status
* Marital status
* Source of income
* Harassment (and sexual harassment)
* Irrational fear of contracting an illness or disease
* Association with protected groups or individuals
* Political belief, affiliation or activity
* Gender Identity
* Gender Expression

POLICY

[Organization Name] will not discriminate against any of its employees under any of the protected grounds outlined above.  As an employer, [Organization Name] will not discriminate against, harass, or retaliate against an employee with respect to any of the above grounds.

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 employees to the point of incurring undue hardship.

Filing a Complaint

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