

## HUMAN RIGHTS

***Policy:***

*The Human Rights Code* applies to all persons in the province. Every person has a right to equal treatment with the respect to employment, pay equity, a right to freedom from harassment in the workplace and a right to equal treatment and respect to membership in a trade union. There can be no discrimination as a result of:

- a. Race
- b. Ancestry
- c. Place of origin
- d. Colour
- e. Ethnic origin
- f. Citizenship
- g. Creed
- h. Sex
- i. Sexual orientation
- j. Age (18 years of more and under 65)
- k. Record of offence
- l. Marital status (including common-law)
- m. Family status (eg. Pregnancy/ or potential of pregnancy)
- n. Disability
- o. Claiming or receiving Worker's Compensation

There is no discrimination if the job truly requires a specific qualification. However, before concluding this, the employer will attempt reasonable accommodation within the job to meet the employee's needs (eg. Religion, physical or mental disability).

### Benefit Plans

No Benefit Plan can differentiate on benefit levels based on age, sex or marital status.

