



Faraday

Human Rights Policy

The **Municipality of Faraday Township** is committed to providing an environment that is inclusive and that is free of barriers based on age, race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex (including pregnancy and gender identity), sexual orientation, record of offences, marital status, family status, and disability.

The **Municipality of Faraday Township** commits to provide accommodation for needs related to the grounds of the Ontario *Human Rights Code*, unless to do so would cause undue hardship, as defined by the Ontario Human Rights Commission's *Policy on Disability and the Duty to Accommodate*. However, Occupational Health and Safety requirements will not be waived.


Accommodation will be provided in accordance with the principles of dignity, individualization, and inclusion. The **Municipality of Faraday Township** will work cooperatively, and in a spirit of respect, with all partners, stakeholders in the accommodation process.

This Policy applies to all employees, including full-time, part-time, temporary, and contract staff, as well as those who work to gain experience or for benefits, such as volunteers, students, and apprentices. It also applies to individuals who are applying for employment with the organization.

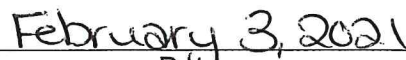
It applies at all stages and to all aspects of the employment relationship, including recruitment and selection, promotions and transfers, and conditions of work such as hours of work and leaves of absence.

The **Municipality of Faraday Township** will take seriously any claims of workplace harassment or discrimination and will investigate and deal with all incidents and complaints in a timely and fair manner, respecting the privacy of all concerned. Employees who engage in violent, harassing or discriminating conduct will be disciplined up to and including termination of employment

This Policy applies to all of The **Municipality of Faraday Township** worksite locations.



Mayor



Date



Deputy Clerk - Treasurer