##

## HUMAN RIGHTS COMMITMENT POLICY

[Organization Name] is committed to protecting all employees' human rights. 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 [*Human Rights Act, An Act Respecting Human Rights*](https://assembly.nl.ca/legislation/sr/statutes/h13-1.htm).

PROTECTED GROUNDS

* Race
* Colour
* Nationality
* Ethnic origin
* Social origin
* Religious creed
* Religion
* Age
* Disability
* Disfigurement
* Sex
* Sexual orientation
* Gender identity
* Gender expression
* Marital status
* Family status
* Source of income
* Political opinion

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.

Pay Equity

Based on the *Human Rights Act* ,[Organization Name] can pay different rates to employees based on:

* Seniority system
* Merit System
* Quantity or Quality System

Filing a Complaint

[Organization Name] recognises that any employee who believes their rights have been violated has the option of filing a complaint with the Newfoundland Human Rights Commission via mail, phone, or email. The complaint must be filed within 12 months of the claimed incident. [Organization Name] will not retaliate against any employee who has filed a complaint with the Commission or has had a complaint filed on their behalf.