## 

## 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 prohibited grounds and all aspects of employment as established by the [*Yukon Human Rights Act.*](https://laws.yukon.ca/cms/images/LEGISLATION/PRINCIPAL/2002/2002-0116/2002-0116.pdf)

PROTECTED GROUNDS

* Ancestry, including colour or race;
* National origin;
* Ethnic or linguistic background or origin;
* Religion or creed, or religious belief, religious association or religious activity;
* Age;
* Sex, including pregnancy, and pregnancy related conditions;
* Gender identity or gender expression;
* Sexual orientation;
* Physical or mental disability;
* Criminal charges or criminal record;
* Political belief, political association, or political activity;
* Marital or family status;
* Source of income;
* Actual or presumed association with another ground of discrimination.

POLICY

[Organization Name] will not discriminate against any of its employees under any of the prohibited grounds outlined above.

Furthermore, [Organization Name] will ensure equal treatment for its employees, including, but not necessarily limited to, the following processes:

* Wages/Benefits
* Promotions
* Day-to-day Operations
* Hiring
* Firing
* Recruitment
* Application Forms
* Interviews

[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.

Duty to Accommodate

[Organization Name] has the responsibility to accommodate employees in order to eliminate discrimination based on prohibited grounds. [Organization Name] will accommodate to the point of undue hardship, which can only be considered where changes to a policy or practice will cost money, require outside support, or pose a risk to a person's health or safety.

Filing a Complaint

[Organization Name] acknowledges that an employee who believes their rights have been violated may file a complaint with the Yukon Human Rights Commission within 18 months of the alleged violation. The complaint letter must include when the incident happened, the area and prohibited ground of discrimination under the Act, and the name of the respondents.

[Organization Name] will not retaliate against any employee who has filed or had someone file a complaint on their behalf with the Commission.