

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 *Saskatchewan Human Rights Code*.

PROHIBITED GROUNDS

- Religion
- Creed
- Marital status
- Family status
- Sex
- Sexual orientation
- Disability
- Age
- Colour
- Ancestry
- Nationality
- Place of origin
- Race or perceived race
- Receipt of public assistance; and
- Gender identity

“Undue hardship”, means intolerable financial cost or disruption to business having regard to the effect on:

- the financial stability and profitability of the business undertaking;
- the value of existing amenities, structures and premises as compared to the cost of providing proper amenities or physical access;
- the essence or purpose of the business undertaking; and
- the employees, customers or clients of the business undertaking, disregarding personal preferences;

but does not include the cost or business inconvenience of providing washroom facilities, living quarters or other facilities for persons with physical disabilities if those facilities must be provided by law for persons of both sexes.

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 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.

Filing a Complaint

[Organization Name] acknowledges that an employee who believes their rights have been violated may file a complaint by mail, telephone, or email with the Saskatchewan Human Rights Commission. Filing may be done within the last 12 months of the alleged incident. [Organization Name] will not retaliate against any employee who has filed a complaint with the Commission or had someone file a complaint on their behalf.