

## Labour Source Human Rights Policy

Labour Source is committed to providing an environment free of discrimination and harassment, in which all individuals are treated with respect and dignity, are able to contribute fully, and have equal opportunities.

Under the Ontario Human Rights Code, every person has the right to freedom from harassment and discrimination. Harassment and discrimination will not be tolerated, condoned, or ignored at Labour Source. If a claim of harassment or discrimination is proven, disciplinary measures will be applied, up to and including termination of employment.

Every person has a right to equal treatment with respect to employment with Labour Source without discrimination or harassment because of the following prohibited grounds: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status or disability.

This policy applies to all Labour Source workers, part-time, full-time, temporary and contract employees and to all aspects of the employment relationship. All workers are expected to uphold and abide by this Policy, by refraining from any form of harassment or discrimination, and by cooperating fully in any investigation of a harassment or discrimination complaint. Human rights are a shared responsibility.

Labour Source will investigate and deal with all incidents and complaints of workplace discrimination or harassment in a fair and timely manner.

Signed \_\_\_\_\_

Dated \_\_\_\_\_