

PATHWAYS ABILITIES SOCIETY

POLICY: DISCRIMINATION

Applies to: All Personnel, Volunteers, Persons Served and Stakeholders

POLICY

Pathways Abilities Society will take such action as deemed necessary and within their control to ensure that all persons in the Pathways Abilities Society work environment are free of discrimination.

Discrimination includes actions or omissions that distinguish between persons based on race, color, ancestry, place of origin, ethnicity, culture, political belief, religion, marital status, family status, physical, intellectual, or psychiatric disability including HIV, AIDS and Gender Identity Disorder, sex, gender, age, sexual orientation, language, socioeconomic status or a criminal conviction charge that is unrelated to the employment of that person.

Management and bargaining unit employment promotions or transfers, compensation and or assignment of work are free from discrimination and are guided by Pathways policies and procedures and/or the most recent collective agreement.

If a complaint of discrimination occurs, the complainant's name or circumstances relating to the complaint will not be disclosed, unless it is necessary for the purpose of investigation or for taking appropriate disciplinary action.

Retaliation (taking action) against any person making a complaint is strictly prohibited. Actions, including disciplinary, will be taken against any person engaging in any form of retaliation.

Effective/Revision Date

1993
April 28, 2003
March 27, 2006
December 18, 2008
September 12, 2011
December 20, 2012
December 20, 2012
July 21, 2014
March 27, 2017
January 18, 2021

Board Approval

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Date Approved

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