

PATHWAYS ABILITIES SOCIETY

POLICY: DISCRIMINATION AND HARASSMENT

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

Original Approval Date: 1993

Date Board Approved: September 12, 2022

Replaces Policy Dated: November 8, 2021

Board Member's Signature

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 and living environment are free of discrimination and harassment.

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.

Types of harassment include physical, verbal, personal, discriminatory, psychological, cyberbullying and sexual.

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

Tenant selection is free from discrimination and harassment and are guided by Pathways policies and procedures and/or the most recent collective agreement.

If a complaint of discrimination or harassment 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.