

Document ID: HR1002	Department: All	Print Date: 4-Dec-14
Revision: 1.0	Policy: Equal Employment Opportunity	Date Prepared: 4-Dec-14
Effective Date: 1-Nov-10	Prepared By: Vanessa Black, Manager of Human Resources	Date Reviewed: 4-Dec-14
Applicable Standard: General	Approved By: Peter Ruttan, Director of Human Resources	Date Approved: 4-Dec-14

Policy: Equal Employment Opportunity

Purpose: This policy explains pt Health’s position on Equal Employment Opportunity, which affects all aspects of employee relations.

Scope: This policy applies to all full and part-time employees, contract workers, summer students, interns and other temporary employees.

Guidelines:

We provide respect and equal employment opportunities for all individuals and applicants for positions regardless of race, color, national origin, political belief, religion, marital or family status, physical or mental disability, gender, sexual orientation, age, or irrelevant record of offence.

Decisions pertaining to recruitment, hiring, training, transfers, dismissals, layoffs, counseling, compensation, hours of work, benefits and performance reviews are based on job performance, merit, and qualifications.

pt Health does not discriminate. We welcome diversity and the synergy stemming from all perspectives as a result of different backgrounds and experiences.

Our practice has been and will continue to be one of honest evaluation of each individual’s qualifications and business contributions.