

HR: EMP05 – Employment Principles

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Review: Sept. 2020
Revised:
Approved: Sept. 2020

POLICY:

The Library Board is committed to the principles of equal employment opportunity. This commitment includes treating people fairly, with respect and dignity and to offering equal employment opportunities based upon an individual's qualifications and performance – free from discrimination or harassment because of race, color, ancestry, place of origin, religion, gender, gender orientation, sexual orientation, age, marital status, family status, and physical or mental disability.

These principles apply to all aspects, terms, and conditions of employment, including recruitment, hiring, training, transfer, promotion, discipline, demotion, dismissal and layoffs.

PURPOSE:

The purposes of this policy are to express those principles which must be observed by employees in all aspects of the employment relationship.

RESPONSIBILITY:

Each individual is responsible for ensuring that the principles outlined are adhered to throughout all business activities.

DEFINITIONS:

“Age” means an age that is over 18 years.

“Family Status” means the status of being related to another person by blood.

“Harassment” means engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome.

“Marital Status” means the status of being married, single, widowed, divorced, separated, or living with a person in a conjugal relationship outside marriage.

“Mental Disability” means any mental disorder, developmental disorder or learning disorder, regardless of the cause or duration of the disorder.



“Physical Disability” means any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and without limiting the generality of the foregoing, includes epilepsy, paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech. ♦

