	<p>John McGivney Children's Centre School Authority Staff and Volunteers</p>	<p>P 3016</p>
	<p>Employee Human Rights Policy</p>	

**POLICY:**

It is the policy of the John McGivney Children's Centre School Authority (JMCCSA) promotes and supports Human Rights as set out in the Ontario Human Rights Code (OHRC).

Identified grounds and definitions shall be defined by the Ontario Human Rights Commission at <http://www.ohrc.on.ca/en>

The protected grounds of the Ontario Human Rights Code are as follows:


- Age
- Ancestry, colour, race
- Citizenship
- Ethnic origin
- Place of origin
- Creed
- Disability
- Family Status
- Marital Status (including single status)
- Gender identity, gender expression
- Receipt of public assistance (in housing only)
- Record of offences (in employment only)
- Sex (including pregnancy and breastfeeding)
- Sexual orientation

**GUIDING PRINCIPLES:**

1. The JMCCSA recognizes the value of:


- our employees and volunteers;
- a strong public education system;
- a partnership of students, schools, family and the community;
- the uniqueness and diversity of the students and the community;
- the commitment and skills of the staff;
- equity, innovation, accountability and accessibility;
- learning and working environments that are safe, nurturing, positive and respectful.

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2. The JMCCSA is committed to meeting its obligations under the *Canadian Charter of Rights and Freedoms* and the *Ontario Human Rights Code* (the Code) by providing safe schools and workplaces that respect the rights of every individual.
3. The JMCCSA fully supports and is committed to the United Nations Convention on the Rights of Persons with Disabilities.
4. Discrimination and harassment will not be tolerated. Such behaviour must be addressed not only for its cost in individual and human terms, but also for its cost to our social, economic and civic future.
5. The purpose of this policy is to prevent discrimination and harassment through greater awareness of and responsiveness to their deleterious effects and to ensure that Human Rights complaints are dealt with expeditiously and effectively through consistently applied policy.
6. Employees have the right to be free from discrimination and harassment on the grounds prohibited by the *Code* and the obligation not to infringe these same rights of others. Any alleged violation may be processed as a grievance or, alternatively, be processed under Part IV of the Code, but not under both procedures.
7. The School Authority shall take reasonable and appropriate measures to ensure that employees are free from harassment in the workplace specifically prohibited by the Code, the *Occupational Health and Safety Act* and any other relevant legislation.
8. Nothing in this policy denies or limits access to other avenues of redress open under the law such as a complaint to the Ontario Human Rights Commission or a grievance.

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**Applicable Documents:**

Document/Form Nbr.	Title
Mission & Vision	<a href="#">JMCCSA Mission and Vision Statement</a>
	<a href="#">Ontario Occupational Health and Safety Act</a>
	<a href="#">Ontario Human Rights Code</a>
	<a href="#">Canadian Charter of Rights and Freedoms</a>
<a href="#">P 3006</a>	Workplace Harassment and Sexual Harassment Prevention Management Program

EFFECTIVE DATE: April 18, 2024

LAST REVISION DATE:

NEXT REVIEW YEAR: 2029-2030

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