

Non-Discrimination Policy & Procedure

Policy 10-2022

The Town of Birch Hills has a non-discrimination policy based on the principles included in the Canadian Charter of Rights and Freedoms.

These principles are:

- Race
- National or ethnic origin
- Colour
- Religion
- Age
- Gender (including pregnancy and childbearing)
- Sexual Orientation
- Marital Status
- Family Status
- Social Status
- Physical or mental disability (including dependence on alcohol or drugs)
- The state of a pardoned person (Conviction overturned)

This policy applies to:

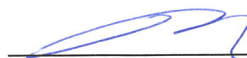
- ✓ Everything linked to all aspects of employment (e.g. recruitment, hiring, etc.)
- ✓ Professional development
- ✓ Career advancement
- ✓ Termination
- ✓ Dismissal
- ✓ Indemnity for work place accidents
- ✓ Social programs

Any employee who is found guilty of discriminatory practice could be dismissed.

Adopted this 13th day of April, 2022



Mayor



Chief Administrative Officer

