

PETERBOROUGH PUBLIC HEALTH
Board of Health
POLICY AND PROCEDURE

Section: Board of Health	Number: 2-90	Title: Human Rights and Discrimination
Approved by: Board of Health		Original Approved by Board of Health On (YYYY-MM-DD): 2011-11-09 Author: Medical Officer of Health
Signature: <i>Original signed by Board Chair</i>		
Date (YYYY-MM-DD): 2019-12-11		
Reference: Board of Health Policy 2-92, Workplace Violence and Harassment Prevention Board of Health Policy 2-280, Complaints Organizational Policy 12-101, Complaints, Employee		

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POLICY

The Board of Health for Peterborough Public Health (PPH) recognizes that the inherent dignity and the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world and is in accord with the Universal Declaration of Human Rights as proclaimed by the United Nations.

[Ontario's Human Rights Code](#) provides for equal rights and opportunities without discrimination that is contrary to law. The Board of Health recognizes the right of all persons living within the public health unit to equal access, where eligible, to all its programs and services, free from discrimination because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, record of offences, family status or disability.

As an employer, the Board of Health recognizes that the right to "equal treatment with respect to employment" ensures freedom from discrimination that is contrary to law and covers applying for a job, being recruited, training, transfers, promotions, dismissal and layoffs. It also covers rate of pay, overtime, hours of work, holidays, benefits, shift work, discipline and performance evaluations.

We will support the accommodation of employees and job applicants who require workplace accommodation under any of the grounds described in the Human Rights Code. We will work to achieve a workplace free of barriers by providing accommodation for the needs of those individuals covered by the Code, up to the point where it causes undue hardship for the Board.

All employees, students, volunteers and clients of the board of health have the right to be free from humiliating or annoying behaviour that is based on one or more grounds in the Code. Harassment requires a "course of conduct," which means that a pattern of behaviour or more than one incident is usually required. Please refer to Board of Health Policy 2-92, Workplace Violence and Harassment Prevention.

For all other Human Rights and Discrimination complaints, employees should refer to Organizational Policy and Procedure 12-101, Complaints, Employee. Clients of PPH should follow Board of Health policy 2-280, Complaints, to report any incidents experienced while accessing PPH programs or services.

No employee will suffer reprisal for filing a complaint in good faith.

Review/Revisions

On (YYYY-MM-DD): 2011-11-09

On (YYYY-MM-DD): 2014-11-12

On (YYYY-MM-DD): 2017-03-08

On (YYYY-MM-DD): 2019-12-11