

EMPLOYMENT EQUITY POLICY

Policy Steward: Equity Committee Coordinator and Human Resources Department	Approved: Sergio Medialis, President	Date Approved: 10/18/2018	Next Revision Date: October 2019
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POLICY

Surge Media is committed to providing an environment that is inclusive and that is free of barriers for target groups under the Employment Equity Act. The employer and employees will not discriminate or create barriers based on equity.

PURPOSE

Target groups have historically been at a disadvantage within the workplace; The objective of this policy is to provide all employees of Surge Media equal opportunity within the workplace without fear of discrimination or unequal treatment.

SCOPE

Applies to all Surge Media employees.

DEVELOPMENT

This policy was developed collaboratively between the Human Resources department, our President, Sergio Medialis, the Equity Committee Coordinator, Harbara Fog, and Surge Media's legal team.

DEFINITIONS

Discrimination – Treating a person or a group of people differently based on one or more of the protected characteristics within the Human Rights Act produced by your province.

Employment Equity – Involves embracing diversity and inclusion in the workplace for all types of persons through equal opportunities, realistic and job-related criteria, and with fairness.

Prohibited Grounds – Areas within the Canadian and Provincial Human Rights Acts that shall not be discriminated against.

Target Groups – Those groups of people who have historically faced a disadvantage within the workplace. This includes Aboriginal/Indigenous peoples, women, persons with disabilities and visible minorities.

POLICY ACKNOWLEDGEMENT

Should you need to review the policy at a later date, all policies will be centrally located in the office break rooms within the Surge Media Policy binder and on the Surge Media intranet.

I _____ (Print Name), acknowledge and understand that I will adhere to Surge Media's Employment Equity Policy while employed by Surge Media.

(Signature)

(Date)

BIBLIOGRAPHY

Canadian Human Rights Commission. (n.d.). *Developing a Workplace Accommodation Policy*.

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