



**FIREFLY
POLICY HR # 13**

Section: HUMAN RESOURCES
Policy Name: Employment Equity
Approved by: Chief Executive Officer
Effective Date: September 7, 2022
Next Review Date: September 7, 2025

POLICY

Employment equity is concerned with alleviating discrimination in employment policies, practices and procedures with the goal of providing equal employment opportunity for every qualified individual in the Agency's workforce.

FIREFLY will ensure fairness and equity in all areas of employment for all qualified persons, regardless of race, ancestry, place of origin, ethnic origin, colour, citizenship, religion, sex, sexual orientation, age (as set out in the Ontario Human Rights Code), marital status, family status or disability.

The Agency's commitment to employment equity ensures equal treatment for all employees in a work environment free from discrimination and harassment.

Date Created:	June 23, 2011	Date Reconfirmed:	July 8, 2014
Date Revised:	September 21, 2017		September 7, 2022