






2023



TEW - Respect & Dignity Policy

Based on The Canadian Charter Rights & Freedoms

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As the president of this organization, I believe that it is important to address the issue of respect and dignity in the workplace. In Canada, these values are enshrined in the Canadian Charter of Rights and Freedoms, which recognizes the inherent dignity and worth of every individual and guarantees equal protection and benefit of the law without discrimination.

Respect and dignity are essential components of a healthy and inclusive workplace culture. They promote a sense of belonging and help to foster an environment where all employees feel valued, heard, and appreciated. In this spirit, I would like to emphasize the importance of always treating each other with respect and dignity.

This means treating each other with kindness, empathy, and compassion, regardless of differences in age, race, gender, religion, sexual orientation, or any other characteristic protected by law. It means avoiding discriminatory language or behavior and creating an environment where everyone feels safe to express themselves without fear of retribution or judgment.

As an organization, we have a responsibility to create a workplace culture that is inclusive and respectful of all individuals. This means providing training and resources to our employees on diversity, equity, and inclusion, and ensuring that our policies and practices reflect these values. It also means taking swift action when we see or hear of behavior that goes against these values.

In conclusion, respect and dignity are fundamental human rights that we must all uphold and protect. As an organization, we are committed to creating a workplace culture that reflects these values and promotes a sense of belonging for all employees. Let us all commit to treating each other with respect and dignity, both in the workplace and in our daily lives.

Sincerely,

X Joseph DeCaria

President

Joe DeCaria



1.0 Respect & Dignity Policy

1.1 Purpose

This policy is designed to promote a culture of respect and dignity within the workplace by ensuring that all employees are treated fairly and equally, and that their human rights are protected in accordance with the Canadian Charter of Rights and Freedoms.

1.2 Scope

This policy applies to all employees, contractors, and volunteers of the organization.

1.3 Policy Statement

The organization is committed to promoting a respectful and dignified workplace free from discrimination and harassment. We recognize and respect the fundamental rights and freedoms of all individuals, as set out in the Canadian Charter of Rights and Freedoms.

1.4 Responsibilities

All employees are responsible for ensuring that their conduct is consistent with the principles of respect and dignity. Managers and supervisors are responsible for promoting and enforcing this policy, and for taking appropriate corrective action when necessary.

1.5 Discrimination & Harassment

The organization does not tolerate discrimination or harassment of any kind, including but not limited to discrimination based on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, disability, or conviction for an offense for which a pardon has been granted or in respect of which a record suspension has been ordered. Discrimination and harassment will not be tolerated in any form, whether verbal, physical, or written.

1.6 Accommodation

The organization is committed to accommodating the needs of employees with disabilities to the point of undue hardship, in accordance with the Canadian Charter of Rights and Freedoms and the Ontario Human Rights Code.