



Policy

**Policy #
POL636**

Title

Employment Principles

Section

Human Resources

Approved Date

April 16, 2013

Revised

Associated Documents: NA

Student Transportation of Eastern Ontario (STEO) is committed to the fundamental principles of equal employment opportunity. We are committed to treating people fairly, with respect and dignity, and to offer equal employment opportunities based upon an individual's qualifications and performance — free from discrimination or harassment because of race, ancestry, place of origin, ethnic origin, colour, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status, disability and record of offences.

STEO is required to and shall comply with certain provisions contained in the Accessibility for Ontarians with Disabilities Act, 2005 (“AODA”) and the Integrated Accessibility Standards Regulation made under the AODA.

These principles apply to all aspects, terms and conditions of employment at STEO, including recruitment, hiring, training, transfer, promotion, dismissal and layoffs.

STEO recognizes that eliminating discrimination in employment and increasing the opportunity of individuals to contribute in the workplace will benefit all people in Ontario.

STEO shall implement and maintain employment equity by recruiting, hiring, retaining, treating and promoting employees according to employment equity principles and in accordance with the employment equity plan that applies in respect of those employees.