

AC Nursing and Health Services Inc. Policies and Procedures	
Human Resources Section 1 – Standards of Employment	
Policy: Human Rights	
Policy Number: HR 2.90	
Effective Date: January 2022	
Revision Date:	
Approved by: Board of Directors – Management	

Policy Statement

Our employees and our contingent workforce will be treated fairly, with respect and with dignity. We are committed to providing a safe and healthy workplace that is free from discrimination, harassment, and retaliation.

Policy

Respect for human rights is a fundamental value of AC Nursing and Health Services. We strive to respect and promote human rights in accordance with the Ontario Human Rights Code with our employees, independent contractors and among our many stakeholders.

Our aim is to help ensure human rights with the communities in which we service. This policy applies to AC Nursing and Health Services, the entities we hold a majority interest and the facilities we associated with.

The agency expects its partners and suppliers to uphold these principles. Where adverse human rights impacts resulting from or caused by our business activities are identified, we are committed to provide for or cooperate in their fair and equitable remediation.

The Human Rights Policy is overseen by the Company’s Board of Directors, including the Chief Executive Director. We value and advance the diversity and inclusion of the people with whom we work.

We are committed to equal opportunity and do not tolerate discrimination or harassment.

We work to maintain workplaces that are free from discrimination or harassment based on race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law.

The basis for recruitment, hiring, placement, development, training, compensation, and advancement at the Company is qualifications, performance, skills and experience.

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We do not tolerate disrespectful or inappropriate behavior, unfair treatment, or retaliation of any kind. Harassment is not tolerated in the workplace or in any work-related circumstance outside the workplace.

Safe and Healthy Workplace

The safety and health of our employees is of paramount importance. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as internal requirements.

We work to provide and maintain a safe, healthy, and productive workplace, in consultation with our employees, by addressing and remediating identified risks of accidents, injury and health impacts.

Workplace Security

We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided, as needed, and are maintained with respect for employee privacy and dignity.

Work Hours, Wages and Benefits

We compensate employees competitively relative to the industry and local labor market, and in accordance with terms of applicable collective bargaining agreements. We work to ensure full compliance with applicable wage, work hours, overtime, and benefits laws.

Guidance and Reporting for Employees

We strive to create workplaces in which open and honest communications among all employees are valued and respected. AC Nursing and Health Services is committed to complying with applicable labor and employment laws wherever we operate.

AC Nursing and Health Services also ensures employees are aware of the Human Rights Policy through an annual distribution and certification process. Any employee who believes a conflict arises between

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the language of the policy and the laws, customs, and practices of the place where he or she works, or who has questions about this Human Rights Policy or would like to confidentially report a potential violation of this policy, should raise those questions and concerns with Executive Director or, Human Resources.