

## EQUAL OPPORTUNITY FOR EMPLOYMENT

### Policy E.1.A

In order that every person has an equal opportunity, employment decisions in Frontier School Division are based on:

- valid job related occupational requirements and qualifications, and
- the applicant's knowledge, skills and ability as it relates to the position.

In compliance with Section 9(2) of the Manitoba *Human Rights Code*, no person shall be denied employment, re-employment, or advancement nor shall they be evaluated because of:

- ancestry, including colour and perceived race,*
- nationality or national origin,*
- ethnic background or origin,*
- religion or creed, or religious belief, religious association or religious activity,*
- age,*
- sex, including sex-determined characteristics or circumstances such as pregnancy, the possibility of pregnancy, or circumstances related to pregnancy,*
- gender identity,*
- sexual orientation,*
- marital or family status,*
- source of income,*
- political belief, political association or political activity,*
- physical or mental disability or related characteristic or circumstances, including reliance on a service animal, a wheelchair, or any other remedial appliance or device,*
- social disadvantage.*

Information: [The Human Rights Code](#) Manitoba

Adopted September 1, 2009

Revised September 21, 2012