

EMPLOYMENT CONDITIONS – EMPLOYEE RIGHTS

HR D2

INTENT

To provide employees with knowledge about their legislated rights and their recourse should they believe their rights have been contravened.

POLICY

As an equal opportunity employer, Sunshine Coast Community Services Society adheres to the laws and regulations set out in the BC Human Rights Code. We apply these principles whenever we recruit, train and promote employees.

We comply with the provisions and regulations enacted by the Employment Standards Act of BC as well as the General Services Collective Agreement where applicable.

As a CARF accredited agency, Community Services is guided by the requirements of the CARF standards.

Complaints by staff will receive fair internal hearing through procedural safeguards as laid out in the Conflict Resolution and Complaints policy (D13) and Collective Agreement where applicable.

PROCEDURE

1. The Executive Director reviews policies on an annual basis to ensure policies remain current and consistent with relevant legislation.
2. Staff is made aware of their rights at orientation upon hiring.

EFFECTIVE: December 1, 2015	APPROVED BY: Executive Director	
REPLACES: April 1, 2014	MONITORING: Executive Director	FREQUENCY: Annually