

Equal Opportunity Statements

Note: The Employment Equity Act is a federal law that requires you to provide equal employment opportunities within your organization to women; Aboriginal peoples; persons with disabilities; and members of visible minorities. An Equal Opportunity statement should be on job advertisements and/or the company's website.

EXAMPLE 1: FROM THE ONTARIO HUMAN RIGHTS CODE⁸

"All applicants receive equal treatment with respect to employment without discrimination because of race, ancestry, place of origin, color, ethnic origin, citizenship, creed, sex, sexual orientation, age, gender identity, and gender expression, record of offences,⁹ marital status, family status or disability."

EXAMPLE 2

[Company Name] is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

EXAMPLE 3

[Company Name] provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability or genetics. In addition to federal law requirements, [Company Name] complies with applicable state and local laws governing non-discrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leave of absence, compensation and training. [Company Name] expressly prohibits any form of workplace harassment based on race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, or veteran status. Improper interference with the ability of [Company Name]'s employees to perform their job duties may result in discipline up to and including discharge.

EXAMPLE 4: USING REFERENCES TO THE EMPLOYMENT EQUITY ACT

[Company name] is an Equal Opportunity Employer and prohibits discrimination and harassment. All qualified applicants are welcome to apply and will receive consideration for employment based on company needs, job requirements and individual qualifications. Applicants will be considered without regard to gender, marital status, gender identity or expression, sexual orientation, national origin, race, color, religion or belief, age, physical or mental disability or any status protected by the Employment Equity Act.

⁸ Government of Ontario. Human Rights Code, R.S.O. 1990, c. H. 19. 2015.

⁹ According to the definitions used by the Ontario Government, "record of offences" means a conviction for, (a) an offence in respect of which a pardon has been granted under the Criminal Records Act (Canada) and has not been revoked, or (b) an offence in respect of any provincial enactment; ("casier judiciaire"). <http://www.ontario.ca/laws/statute/90h19>