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**Name:** HPEI Equity and Diversity Policy

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## Policy and Procedures Manual

### EQUITY AND DIVERSITY

<b>Health PEI Policy – Human Resources</b>		<b>POLICY &amp; PROCEDURES</b>
<b>Applies To:</b>	All Health PEI Employees (including casuals), physicians (including locums, fee for service and contract), volunteers, and students	
<b>Monitoring:</b>	Executive Director of Human Resources	
<b>Approving Authority:</b>	Senior Management Group	
<b>Date:</b>	Effective: April 2008 Next Review: <b>April 30, 2020</b>	
<p><b>This is a CONTROLLED document. Any copies of this document appearing in paper form should always be checked against the electronic version prior to use.</b></p>		

#### 1.0 POLICY

- 1.1 Health PEI believes that every employee, client, or other persons associated with its operations has a right to equal treatment with respect to all services, programs, employment, goods and facilities provided by Health PEI, without discrimination and free from harassment.
- 1.2 Health PEI recognizes the following protected grounds: race, colour, ethnic or national origin, citizenship, religion, creed, sex, sexual orientation, political belief, age, marital status, family status, physical handicap, mental handicap, and conviction for which pardon has been granted.

#### 2.0 DEFINITIONS

N/A
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#### 3.0 PURPOSE/SCOPE

The purpose of this policy is to guarantee and facilitate fairness and equity in dealing with the diversity among Health PEI employees, clients, and general public.

#### 4.0 APPLICATION

This policy applies to all Health PEI employees, volunteers and students.

#### 5.0 PROCEDURES

- 5.1 Senior Management Group shall:
  - a) Ensure that the diversity among Health PEI employees is acknowledged in all operations;
  - b) Provide protection of the inherent human dignity of all persons within the respective operations;

5.2 This policy is in addition to any entitlement a person may have pursuant to the provisions of the *Prince Edward Island Human Rights Act, R.S.P.E.I., Cap. H-12*, to claim and enforce his or her rights under that Act.

**6.0 MONITORING**

The Executive Director of Human Resources is responsible for ensuring that this policy is reviewed every three years as per Health PEI’s policy review cycle and standards.

**7.0 REFERENCES**

**Related Documents**

*Prince Edward Island Human Rights Act, R.S.P.E.I., Cap. H-12*

**References**

N/A

**Appendices**

N/A

**8.0 STAKEHOLDER REVIEW**

Group/Committee	Dates of Review
N/A	

**9.0 REVIEW HISTORY**

<b>Review Dates:</b>	June 2010	August 2017	
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