



HUMAN RESOURCES KEY POSITION STATEMENTS

RTOERO has some key Human Resources policies and position statements that impact all facets of the organization, including both volunteers and staff. These include: Accessibility; Diversity, Equity, and Inclusion; Health and Safety; and Workplace Violence and Harassment.

Accessibility Statement

RTOERO is committed to ensuring we provide a safe, welcoming, barrier-free and accessible environment for our volunteers, members, suppliers, job applicants, visitors, staff and other stakeholders who enter our premises, do business with us and access our website or communicate with us.

We are committed to treating all people in a way that allows them to maintain their dignity and independence. We believe in integration and equal opportunity and will meet the needs of people with disabilities in a timely manner, and will do so by preventing and removing barriers to accessibility and meeting accessibility requirements.

We will ensure our volunteers and staff, as well as our facilities, policies, business practices and systems comply with the governing legislation and relevant best practices with regards to the accessibility for individuals with disabilities. To that end, we have implemented policies and training programs.

Please note: While our Accessibility for Ontarians with Disabilities Act (AODA) policy only pertains to Ontario, RTOERO embraces these principles for all staff and volunteers and staff, no matter where they reside.

Diversity, Equity and Inclusion Statement

RTOERO is committed to awareness building of diversity, equity and inclusion among staff, volunteers, members, and staff as well as community and corporate stakeholders.

There is always more work to do to embody our commitment to diversity, equity, and inclusion and we will continue to listen, learn and collaborate on how RTOERO can be more inclusive and accessible. There is a commitment to creating a more equitable and inclusive organization where race, religion, gender identity, sexuality, and ability do not serve as barriers for participation.

Health and Safety Statement

RTOERO is committed to safeguarding the health, safety and welfare of all its volunteers, members, staff and of all those who visit our premises, or are affected by our work.

In fulfilling this commitment to protect both people and property, RTOERO strives to provide a hazard-free environment and minimize health and safety risks for all volunteers and staff by adhering to all relevant legislation and, where appropriate, through the development, implementation and maintenance of internal health and safety standards, programs and procedures.

Workplace Violence and Harassment Statement

RTOERO is committed to providing a safe, mutually respectful and healthy work environment and place of business for its Board, Committee members, District leaders and staff that is free from discrimination, violence and the threat of violence or harassment.