



## Non-Discrimination

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at PISE will be based on merit, qualifications, abilities, personal suitability and reference checks. PISE does not discriminate in employment opportunities or practices on the basis of race, color, ancestry, place of origin, political belief, religion, marital status, family status, physical or cognitive disability, sex (including sexual harassment and pregnancy), sexual orientation, age and criminal or summary conviction that is unrelated to the employment or intended employment.

Employees may want to familiarize themselves with the BC Human Rights Code, if they have concerns about discrimination. The address of the provincial office is:

British Columbia Human Rights Tribunal  
Suite 1170 - 605 Robson Street  
Vancouver, BC V6B 5J3

Employees with questions or concerns about Human Rights violations in the workplace are encouraged to bring these issues to the attention of a manager. Employees can raise concerns and make reports without fear of reprisal. Anyone found to be engaging in unlawful discrimination will be subject to disciplinary action, including termination of employment.