



Park Lawn Preschool Inc.

Park Lawn Preschool * Humber Bay Child Care Centre * PLP Early Learning Centre at St. Mark

PLP 104 Human Rights

Park Lawn Preschool Inc. is committed to maintaining learning and working environment which actively promotes and supports human rights. PLP Inc. recognizes the value of

- Each and every child in our care
- A strong childcare program
- A partnership of children, centres, family and community
- The uniqueness and diversity of our children and our community
- The commitment and skills of our staff
- Equity, innovation, accountability and accessibility
- Learning environments that are safe, nurturing, positive and respectful

Park Lawn Preschool Inc. is committed to meeting our obligation under the *Canadian Charter of Rights and Freedoms* and the *Ontario Human Rights Code* by providing safe learning spaces and workplaces that respect the rights of every individual. Every child, employee, parent and community member has the right to learn and work in an environment free of discrimination and harassment.

Park Lawn Preschool Inc. upholds and supports the right to equal treatment without discrimination based on the following prohibited grounds:

Age	Ancestry	Citizenship
Colour	Creed (faith)	Disability
Ethnic Origin	Family Status	Gender
Gender Identity	Marital Status	Place of Origin
Race	Same-sex partnership status	Sexual orientation
Socio-economic status		

Discrimination is defined as unfair treatment of a person or group based on these grounds. Discrimination can occur directly, indirectly by condonation, systemically, by harassment, by failure to reasonably accommodate a person, because of relationships or associations, by fear of reprisals, through negative or poisoned environments or hate group activities.

Everyone covered by this policy is entitled and encouraged to complain about discrimination and harassment and is entitled to have access to the complaint procedures in policy PLP 11A Complaint Procedures.