

**NORTH BAY POLICE SERVICES BOARD
BY-LAW NO. 04/96
EQUAL OPPORTUNITY BY-LAW**

WHEREAS the North Bay Police Services Board is responsible for the maintenance of Law and Order in the Municipality, and the members of the Police Force, through the Chief of Police, are subject to the Government of the Board and shall obey its lawful directions. Therefore, under the authority of the Police Services Act 1990, this Board enacts as follows:

WHEREAS it is the policy of this Board that the North Bay Police Force utilizes effective workplace policies and practices which are founded on the merit principle - selecting the best person for the job. The North Bay Police Force supports a fair and inclusive workplace in which all employees and applicants have an opportunity to fulfill their potential; in which barriers to their achievement are identified, removed and prevented; and in which, as provided in the Ontario Human rights code, every person has a right to equal treatment with respect to employment without discrimination.

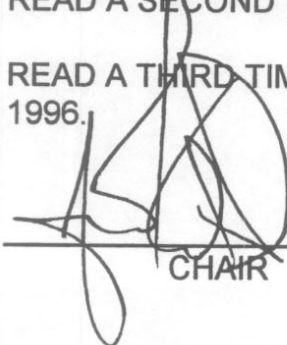
Accordingly, the North Bay Police Services board affirms its support for and adherence to the following principles:

- Merit being the basis of hiring, promoting, and other employment practices of this police force, which allows individuals to be judged on their abilities.
- Taking the necessary steps to eliminate barriers to equal opportunity, including systemic barriers, and to prevent new ones from being established.
- Taking the necessary steps to eliminate discrimination and harassment by effectively preventing it, and responding to it in a manner consistent with zero tolerance.
- Providing employment accommodation in accordance with the Human Rights Code.

READ A FIRST TIME THE 13th DAY OF June , 1996.

READ A SECOND TIME THE 13th DAY OF June , 1996.

READ A THIRD TIME AND ENACTED AND PASSED THE 13th DAY OF June 1996.



CHAIR



SECRETARY