

**UFCW CANADA
NATIONAL COUNCIL POLICY**

RE: Anti-Discrimination

Policy AD-1

Approved Date: November 12, 2007

This policy shall apply to the National Council and its affiliated local unions.

UFCW Canada believes that every individual has inalienable human rights and the right to be treated without discrimination, equally, and with dignity and respect. As such, this Council is dedicated to the prevention and eradication of discrimination as defined below:

Discrimination is the exclusion of an individual for reasons pertaining to race, colour, nationality, ancestry, place of origin, sex or sexual orientation, ethnic origin, citizenship, record of irrelevant offences, marital status, family or parental status, same sex partnership status, religion, disability, or age.

This Council shall encourage members who have been victimized by discrimination at their workplaces to seek recourse through grievance procedures contained in their collective agreements, and/or through provincial and/or federal legislation and human rights codes.

END OF POLICY

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