



WATERLOO REGIONAL  
POLICE SERVICE  
BOARD

## WATERLOO REGIONAL POLICE SERVICE BOARD POLICY

**Policy Number: 072**

### **EQUAL OPPORTUNITY AND DISCRIMINATION**

Date Approved:

July 12, 2006

Dates Amended:

July 7, 2010

Date to be Reviewed:

### **Policy of the Board**

1. It is the policy of the Waterloo Regional Police Services Board with respect to equal opportunity and preventing discrimination that the Chief of Police will:
  - a. establish procedures on equal opportunity that are consistent with the principles of the *Police Services Act* and the *Ontario Human Rights Code*, including recruitment, selection, career development and promotion;
  - b. establish procedures on responding to and preventing discrimination in the workplace, including stereotyping;
  - c. ensure that no sexist, racist or other offensive or derogatory material is displayed in the workplace;
  - d. establish procedures on employment accommodation in accordance with the *Ontario Human Rights Code* and section forty-seven (47) of the *Police Services Act*;
  - e. implement an employee performance appraisal system; and
  - f. ensure that all officers receive training on race relations, diversity and human rights.