



Pool & Hot Tub Council of Canada
Conseil canadien des piscines et spas

Board Policy Standards

Policy Type: Member Ethics

Policy Title: Acceptable Hiring Practices

Policy Objective: To ensure that all Members provide equal treatment with respect to employment without discrimination because of citizenship, race, place of origin, ethnic origin, colour, ancestry, disability, age, creed, sex/pregnancy, family status, marital status, sexual orientation, gender identity, gender expression, receipt of public assistance or record of offence. The recruitment and hiring process, which includes all postings, communications and interviews, is carried out in compliance with the anti-discriminatory and anti-harassment policy (#2015-7), and all applicable laws.

Policy Statement: Members of the Pool & Hot Tub Council of Canada (PHTCC) endeavour to recruit the most competent individuals to fill all positions. PHTCC Member companies make all hiring and employment related decisions based on legitimate transparency, equitable opportunity, and an overall emphasis on merit.

Associated Documents

PHTCC Code of Ethics

Policy Name: Acceptable Hiring Practices

Edition: 2015

Accepted by Board of Directors: July 8, 2015

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