

### **Employee Bill of Rights**

1. Our workplace is free of verbal abuse, threats, sabotage, and bullying of any kind. At CanMex Health our goal is to maximize the fulfillment and development of those working for us.
2. Employees will be dealt with in a manner that respects dignity and privacy, and that promotes autonomy and participation in decision-making within the company.
3. Employees will be dealt with in a manner that recognizes individuality and that is sensitive to and responds to needs and preferences, including preferences based on ethnic, spiritual, linguistic, familial and cultural factors.
4. Employees must be able to deliver services free from discrimination, racism, or harassment of any kind.
5. Sexual advances on our staff from clients, customers, other employees, or management will not be tolerated. CanMex Health staff have the right to a workplace free of sexual harassment.
6. Employees can cease services with clients, without repercussion from CanMex Health, for client breaches of any of these rights.
7. Employees must feel safe at work and have the right to take part in a Health & Safety program to support safe work practices.
8. Employees will have access to continuing competence training and ongoing skills development training.
9. Employees will receive fair and equal pay while employed with CanMex Health.
10. Employees will have access to Social Assistance benefits through the Government of Mexico, including healthcare and other associated benefits.
11. Employees have the right to Profit Sharing as mandated by the Mexican Constitution.
12. To be informed of the laws, rules and policies affecting the delivery of the home and community care services, including this Bill of Rights and those of CanMex Health.