

# TORONTO TRUCK DRIVING SCHOOL

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*Registered as a private career college under the Private Career Colleges Act, 2005*



## Employee Diversity Policy

At Toronto Truck Driving School we take an all-inclusive view of diversity that looks beyond the usual measurements. A view that includes the varied perspectives of our staff, including our management, reception, instructors and anyone who aspires to a future in Transportation. Because we know new roads are paved by a diverse ways of seeing things.

We have a strong and continuing commitment to Diversity and Inclusion. The spirit in which we embrace our equal employment opportunity and affirmative action program policies embody the philosophy of Toronto Truck Driving School and are a reflection of the law.

TTDS strictly prohibits unlawful discrimination against any employee or applicant for employment because of the individual's race, color, religion, sex (including pregnancy, childbirth or related medical conditions), sexual orientation, gender identity or expression, national origin, age, disability (physical or mental), genetic information, veteran's status, military service, marital status or any other characteristic protected by applicable federal, provincial or local law requiring equal employment opportunity.

This policy applies to all employment decisions, including but not limited to those involving recruitment, hiring, promotion, training, compensation, benefits, transfer, discipline, demotions, suspensions, discharge, recall from layoff, reemployment, education, tuition assistance, and company-sponsored social and recreational activities.

TTDS will not tolerate conduct that constitutes or contributes to harassment of employees by managers, supervisors or coworkers. Furthermore, employees and applicants will not be subjected to retaliation for filing in good faith a complaint of unlawful discrimination or harassment.

TTDS also will provide reasonable accommodation consistent with applicable law to otherwise qualified individuals with a disability and to individuals with needs related to their religious observance or practices. What constitutes a reasonable accommodation depends on the facts and circumstances and thus will be addressed by the Company on a case-by-case basis.

The entirety of the TTDS Organization from owners to management to staff is committed to grassroots change and transformation and we take care to both utilize employee insights and engage TTDS leaders in creating a diverse and inclusive culture.



Jaswinder Singh

