



**City Manager's Office**  
Joseph P. Pennachetti, City Manager

**Strategic & Corporate Policy**  
**Healthy City Office**  
100 Queen Street West  
City Hall, 11th Floor, East Tower  
Toronto, ON M5H 2N2

**Rosanna Scotti**  
Director

**Tel:** 416-392-8592  
**Fax:** 416-696-3645  
**TTY:** 416-338-0889

## Declaration of a Non-Discrimination Policy

The City of Toronto requires all firms or organizations who supply goods and services to the City and its Agencies, Boards, Commissions and Special Purpose Bodies, to adopt and to post the following Non-Discrimination Policy.

This Non-Discrimination Policy Declaration Form must be completed and submitted once the policy has been formally adopted.

On behalf of and with the authority of the firm/organization named below, I hereby declare that this organization/firm upholds policies which prohibit discrimination and which protect the right to be free of hate activity based on race, ancestry, place of origin, colour, ethnic origin, disability, citizenship, creed, sex, sexual orientation, gender identity, age, marital status, family status, receipt of public assistance, political affiliation, religious affiliation, record of offences, level of literacy or any other personal characteristics by or within the organization.

*Please type or print where applicable*

<b>Legal Firm Name</b>		<b>Common or Business Name (if different)</b>	
<b>Address of Principal Place of Business;</b>		<b>Mailing Address (if different)</b>	
<b>Tel. No.</b>	<b>Fax No.</b>	<b>Tel. No.</b>	<b>Fax No.</b>
<b>Name of Chief Executive Officer/President</b>		<b>Name of Employment Equity Official:</b>	
<b>Position Title:</b>		<b>Position Title:</b>	
<b>Signature of Authorized Official:</b>		<b>Date:</b>	

Check if Firm is more than 50% owned by\* (check all that apply):

- Aboriginal Peoples/First Nations Of Canada    People with Disabilities    Racial Minorities    Women    Not Applicable

\* Please see Reverse for explanation of definitions

The information requested on this form is, collected pursuant to Clause 6 of Corporate Services Committee Report 11, adopted by Council on July 29,30 and 31, 1998 and Clause 2 of Corporate Services Committee Report 19 adopted by Council on December 16 and 17,1998. Its purpose is to verify that your firm has adopted the Non-Discrimination Policy and to compile statistics for the purpose of monitoring the equal opportunity designated group status of the ownership of firms. If you have any questions about this declaration, please contact the Manager, Diversity Management and Community Engagement at 416-392-6824.

Text Telephone (TTY) 416-338-0889

Please return to the address shown above  
(Private Sector Firms)

Date

Company/Organization Name

Supplier Number

**Definitions:**

**Aboriginal/  
First Nations  
of Canada:**

A person is an Aboriginal person if he or she is a member of the Indian, Inuit or Metis peoples of Canada.

**Disability:**

A person is a "person with a disability" if the person has a persistent physical, mental psychiatric, sensory or learning impairment and,

- (i) the person considers himself or herself to be disadvantaged in employment by reason of that impairment, or -
- (ii) the person believes that an employer or potential employer is likely to consider the person to be disadvantaged in employment by reason of that impairment.

**Race:**

A person is a member of a racial minority if the person is, because of his or her race or colour, in a visible minority in Canada. The fact that a person is an Aboriginal person does not make him or her a member of a racial minority