

VI. Fair Employment

1. Equal Opportunity Employer

We are equal opportunity employer. We do not discriminate on the basis of race, colour, religion, sex, national origin, age, disability, or any other status protected by law

2. Non-Discrimination

We are committed to creating a working environment that is free from discrimination. All employees are treated with respect and dignity, and decisions regarding hiring, promotion, and compensation are based on merit and job-related criteria

3. Inclusive Employment Practices

We actively promote diversity and inclusion in our workforce. Our hiring practices are designed to attract a broad pool of qualified candidates, we encourage individuals from all backgrounds to apply

4. Accommodation for Individuals with Disabilities

Jana Helps is committed to providing reasonable accommodations to employees with disabilities. If you require an accommodation to perform the essential functions of your job, please contact a Director to discuss your needs

5. Harassment-Free Workplace

Jana Helps maintains a zero-tolerance policy for harassment of any kind, including but not limited to, sexual harassment, bullying, and discrimination. All persons are expected to treat each other with respect and professionalism

6. Fair Compensation

We are committed to providing fair and competitive compensation to all employees. Compensation decisions are based on factors such as job performance, experience, and market rates

7. Professional Development

Jana Helps supports the professional development of its employees. Opportunities for training, career advancement, and skill enhancement are provided to help employees reach their full potential

8. Family-Friendly Policies

We recognize the importance of work-life balance and offer family-friendly policies, such as flexible working hours, remote work options, and parental leave, to support our employees in managing their personal and professional responsibilities

9. Open Communication

Jana Helps encourages open communication between employees and management. We value feedback and provide channels for employees to express concerns, suggestions, and ideas

10. Compliance with Laws

Jana Helps is committed to complying with all applicable employment laws and regulations. We regularly review and update our policies to ensure compliance with the latest legal standards

11. Implementation and Enforcement

This Fair Employment Policy applies to all Service Providers, employees and contractors. Violations of this policy may result in disciplinary action, including termination

12. Review and Revision

This policy will be reviewed regularly and updated as needed to reflect changes in laws, regulations, and organizational practices