



CANADIAN COUNSELLING AND  
PSYCHOTHERAPY ASSOCIATION

L'ASSOCIATION CANADIENNE DE  
COUNSELING ET DE PSYCHOTHÉRAPIE

## Equal Opportunity Employer Statement

The Canadian Counselling and Psychotherapy Association (hereafter referred to as “CCPA”) is an equal opportunity employer and employs personnel without regard to age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status (including single status), gender identity, gender expression, record of offences, sex (including pregnancy and breastfeeding), or sexual orientation<sup>1</sup>. While remaining alert and sensitive to the issues of fair and equitable treatment for all, CCPA has a special concern with the participation and advancement of members of four designated groups that have traditionally been disadvantaged in employment: women, visible minorities, Indigenous peoples and persons with disabilities.

**CCPA** will take steps to eliminate the different and negative treatment of individuals or groups, protected under the *Ontario Human Rights Code, 1962*. The employer has a responsibility to accommodate to the point of undue hardship.

Kim Hollihan, Chief Executive Officer

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1. Wording extracted from the Ontario Code of Human Rights.