**Module 5.2 – Parental Policy Checklist**

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| **Examine your policies. Answer Yes or No to each of the following:** | |
| * Do they enhance recruitment and retention of women and young employees? |  |
| * Do they enhance health & safety compliance? |  |
| * Do they demonstrate support of diversity and inclusion? |  |
| * Do they reduce grievances and /or issues related to litigation time and costs? |  |
| * Do they increase cohesion within the rank and file? |  |
| * Do they increase employee’s sense of inclusion? |  |
| * Do they reduce sick time or absenteeism? |  |
| * Do they increase maternal health? |  |
| * Do they increase employee wellbeing? |  |
| * *List other benefits here* |  |
| * *List other benefits here* |  |
| * *List other benefits here* |  |
| *COMMENTS: Use this space to include any findings or additional information to assist with policy identification and development* | |
| **Examine your pregnancy and parenting policies. Answer yes or no to whether they consider the following best practices** | |
| * Adherence to the Employment Standards Act |  |
| * Robust, or strongly formed pregnancy policy |  |
| * Comprehensive modified duties program with on-shift options |  |
| * Inclusion of non-hazardous duties in modified duties program |  |
| * Nursing policy |  |
| * Fire station facilities with a locked space for nursing or expressing milk that is not a washroom |  |
| * Department issue maternity station-wear |  |
| * Collective agreement for maternity, paternity and compassion leave that exceed standard provisions, such as Employment Insurance top up |  |
| * Collective Agreement and policy language that addresses adoption, fostering and fertility treatment |  |
| * Childcare or compassion leave policy |  |
| * Medical leave or emergency leave policy |  |
| * Comprehensive accessible online source for all pregnancy and parental information |  |
| * Automatic notification of job vacancies, promotions and training opportunities for employees on leave |  |
| * Counselling of all employees about potential reproductive health risks related to firefighting |  |
| * Normalization of pregnancy and parenting as part of firefighter life |  |
| * Gender neutral language |  |
| * LGBTQ-inclusive language |  |
| * Provisions for shift-specific promotions/transfers that account for family status, such as custody arrangements |  |
| * *List other benefits here* |  |
| * *List other benefits here* |  |
| * *List other benefits here* |  |
| *COMMENTS: Use this space to include any findings or additional information to assist with policy identification and development* | |