**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?
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| * Do they enhance health & safety compliance?
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| * Do they demonstrate support of diversity and inclusion?
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| * Do they reduce grievances and /or issues related to litigation time and costs?
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| * Do they increase cohesion within the rank and file?
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| * Do they increase employee’s sense of inclusion?
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| * Do they reduce sick time or absenteeism?
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| * Do they increase maternal health?
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| * Do they increase employee wellbeing?
 |  |
| * *List other benefits here*
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| * *List other benefits here*
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| * *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
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| * Robust, or strongly formed pregnancy policy
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| * Comprehensive modified duties program with on-shift options
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| * Inclusion of non-hazardous duties in modified duties program
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| * Nursing policy
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| * Fire station facilities with a locked space for nursing or expressing milk that is not a washroom
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| * Department issue maternity station-wear
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| * Collective agreement for maternity, paternity and compassion leave that exceed standard provisions, such as Employment Insurance top up
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| * Collective Agreement and policy language that addresses adoption, fostering and fertility treatment
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| * Childcare or compassion leave policy
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| * Medical leave or emergency leave policy
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| * Comprehensive accessible online source for all pregnancy and parental information
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| * Automatic notification of job vacancies, promotions and training opportunities for employees on leave
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| * Counselling of all employees about potential reproductive health risks related to firefighting
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| * Normalization of pregnancy and parenting as part of firefighter life
 |  |
| * Gender neutral language
 |  |
| * LGBTQ-inclusive language
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| * Provisions for shift-specific promotions/transfers that account for family status, such as custody arrangements
 |  |
| * *List other benefits here*
 |  |
| * *List other benefits here*
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| * *List other benefits here*
 |  |
| *COMMENTS: Use this space to include any findings or additional information to assist with policy identification and development* |