Hiring & Employment Practices

The Recruitment & Staffing team of the Human Resources department are responsible to ensure that Providence Care’s hiring practices are accessible.

The following statement is included in job postings and communicated to candidates who are invited to participate in selection process activities such as interviews and testing:

Providence Care is committed to inclusive and accessible employment practices. If you require an accommodation to fully participate in the hiring process, please notify Recruitment & Staffing.

To ensure that new staff can fully participate in orientation for new employees, the following is included in our letters of offer of employment:

Should you require any accommodation to fully participate in the New Employee Welcome program, please contact [name, contact information].

New staff receive training on the Accessibility for Ontarians with Disabilities Act (the Act) in the following ways:

New staff attend the New Employee Welcome program as early as possible after their start date based on the program schedule. The program includes training on the following important information:

- The history and purpose of the Act
- How to interact and communicate with individuals with various types of disabilities
- How to interact with individuals who may use assistive devices, require a support person or require use of a service animal

Job specific training is provided to new staff by their manager (or an appointed delegate) as soon after their commencement date as possible addressing the following:

- How to use equipment provided by the organization to help people with disabilities access goods and services
- What to do if a person with a disability is having difficulty accessing the organization’s goods or services