



TESL Ontario Job Advertisement Policy

TESL Ontario respects and follows the letter and spirit of the [Ontario Human Rights Code](#).

Please note the prohibited grounds of employment discrimination under the Code: race, ancestry, place of origin, ethnic origin, citizenship, sexual orientation, sex, gender identity, gender expression, disability, colour, creed, age, marital status, family status, reprisal, record of offences (in employment) and discrimination because of association.

TESL Ontario prohibits discriminatory language in job ads whether it is direct or indirect.

Examples of direct discriminatory language based on race:

- native speaker

Examples of indirect discriminatory language based on race:

- from an English-speaking country
- from Canada
- Canadian
- Australian

Examples of direct discriminatory language based on gender:

- female applicants only
- male applicants only
- woman wanted
- man wanted

Examples of direct discriminatory language based on age:

- under 30 years of age
- young

Examples of indirect discriminatory language based on age:

- recent graduate
- youthful
- dynamic
- mature

TESL Ontario's Review Process

TESL Ontario will review all submitted job advertisements to ensure they meet the standards as set out above. If there is discriminatory language in the ad, the submitter will be contacted and requested to modify the ad before posting. If the submitter decides not to post the ad, the fee already charged will be refunded except for the \$25 administration fee.

TESL Ontario reserves the right to refuse any ad it deems discriminatory under the above policy. Job advertisement is posted after payment received.