FRONTIER

Respectful Workplace Policy...

A respectful workplace is one that values the diversity and human rights of others related to their race, national or ethnic origin, colour, religion, age, sex, marital status, any physical or mental disability and sexual orientation. It values a workplace that recognizes the dignity of the person and treats everyone with mutual respect, fairness and equality.

Frontier understands its responsibility to build and maintain a diverse, respectful workplace, where all employees enjoy an environment in which the dignity and self respect of every person is valued and which is free of offensive remarks, materials or behavior.

We recognize that workplace conflicts and disrespectful behavior can jeopardize an individual's dignity, self esteem and well being and possibly undermine work relationships, friendships and productivity.

A truly respectful workplace requires the cooperation and support from each and every employee in the organization. Everyone has a responsibility to set a positive example and behave in a manner, which will not offend, embarrass or humiliate others, whether deliberate or unintentional. Together we can ensure that every individual is treated respectfully and courteously.

Workplace Harassment...

Frontier is committed to providing a work place environment in which all employees are treated with respect and dignity. Each employee has the right to work in a professional atmosphere, which promotes equal opportunities and prohibits discriminatory actions.

The company will not tolerate harassment. Any employee, regardless of seniority or position, who has been found to have engaged in conduct constituting harassment faces severe disciplinary action, which may include dismissal.

Frontier recognizes that its employees may be subject to harassment from supervisors, co-workers, clients, or others who have business dealings with the firm. In any of the circumstances, the Company acknowledges its responsibility to support and assist the person who is subject to such harassment