



Perquisites

The Broader Public Sector Perquisites Directive defines perquisites, as a privilege that is provided to an individual or group of individuals, provides a personal benefit, and is not generally available to others.

The Directive does not apply to the following:

- Provisions of collective agreements
- Insured benefits
- Items generally available on a non-discriminatory basis for all or most employees (e.g. employee assistance program, pension plans)
- Health and safety requirements
- Employment accommodations made for human rights and/or accessibility considerations (e.g. special workstations, work hours, religious holidays)

The Windsor-Essex Children's Aid Society confirms that during the period of **April 1, 2021 to March 31, 2022**, no perquisites were provided to staff or appointees.

This document represents compliance under the Broader Public Sector Perquisites Directive (August 2, 2011). A copy will be posted to the agency's website.

Olivia Carlini, CPA, CGA
Director of Finance and Administration

July 7, 2022

Date