OPTIONS FOR SEXUAL HEALTH
Pay transparency report

At Options for Sexual Health (Options) we care about the healthy sexuality of all. Based in British Columbia, we are All About Choice: we offer current sexual and reproductive health care, information, and education from a feminist, pro-choice*, sex positive perspective. We are social profit and became a registered society in BC in 1963. We are also a charity in good standing CRA #107848269RR0001.

We recognize the many barriers that people face in accessing comprehensive sexual health education and non-judgmental and pro-choice services, and how intersectionality impacts access as well as how inequities multiply barriers for certain populations. We strive to put our clients and patients first, ensuring they have access to the information and care they need.

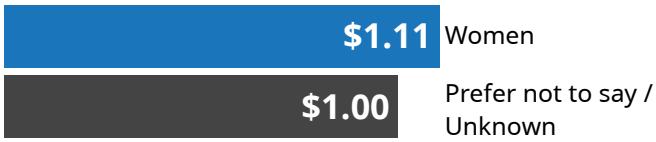
After opening our first clinic in 1968, we have continued to grow and provide accessible sexual health services throughout the province ever since. With a long history of providing sexual and reproductive health care in British Columbia, we are proud members of the International Planned Parenthood family.

Employer details

Employer:	OPTIONS FOR SEXUAL HEALTH
Address:	968 West King Edward Avenue PO BOX 38042 RPO King Edward Mall, VANCOUVER, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	62 - Health care and social assistance
Number of Employees:	50-299

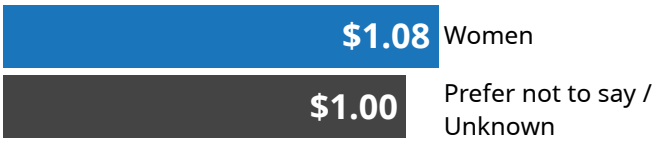
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 11% more than prefer not to say / unknown's. For every dollar prefer not to say / unknown earn in average hourly wages, women earn $1.11 in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 8% more than prefer not to say / unknown's. For every dollar prefer not to say / unknown earn in median hourly wages, women earn $1.08 in median hourly wages. *

Overtime pay

Mean overtime pay [3]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median overtime pay [4]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Mean overtime paid hours [5]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median overtime paid hours [6]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving overtime pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Explanatory notes

1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.
3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
6. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.

Bonus pay

Mean bonus pay [7]

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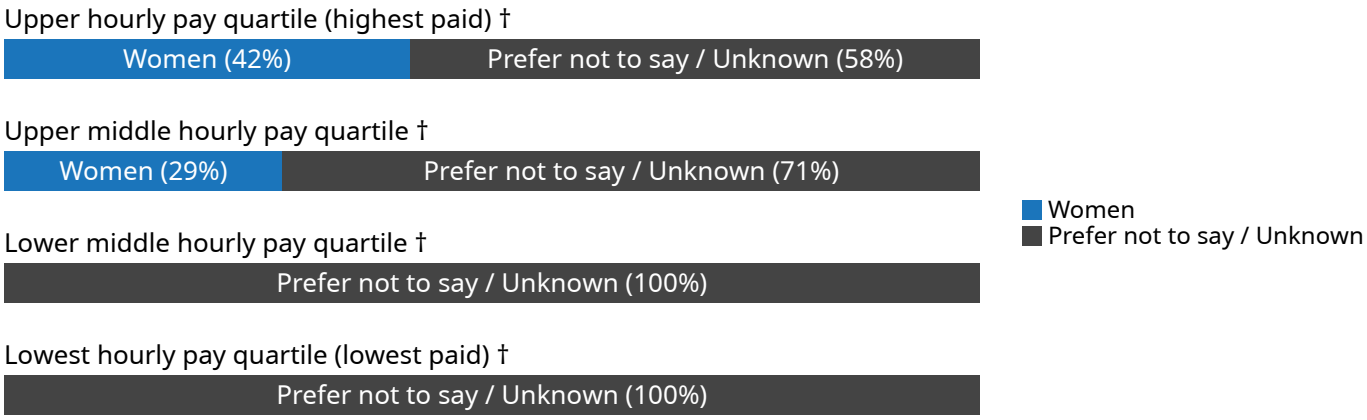
Median bonus pay [8]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving bonus pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of each gender in each pay quartile [9]



In this organization, Women occupy 42% of the highest paid jobs.

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

Explanatory notes

7. "Mean bonus pay" refers to bonus pay when averaged for each group.
8. "Median bonus pay" refers to the middle point of bonus pay for each group.
9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.