

EMPLOYMENT EQUITY

Background

The District recognizes and is committed to the fundamental principle of equal employment opportunity. The District affirms this commitment to establish an educational and workplace environment free from barriers and discrimination, and that reflects the diversity within the community at large.

Equal employment opportunity will extend to all persons regardless of race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical challenge, gender identity, sexual orientation and age.

Employment equity is both a process and a result. This process and result is adopted throughout the workplace, and its goal is to eliminate the effects of systemic barriers and intentional or unintentional discrimination.

The District recognizes the principles embodied respectively in:

- Section 15 of the *Canadian Charter of Rights and Freedoms*;
- Section 8 of the *B.C. Human Rights Code*.

Definition

Employment Equity is employment practices designed to eliminate discriminatory barriers and provide in a meaningful way equitable opportunities in employment.

Procedures

1. Objectives

- 1.1. To implement a comprehensive employment equity program that strives to achieve a workforce reflective of the composition of the qualified labour pool. This program will extend this objective to all levels of occupational groups in which there is under-representation. Particular attention will be given to representation of visible minorities, First Nations people, women, and people with physical challenges.
- 1.2. To review all employment systems, policies, practices and procedures, recruitment, selection, training and development, promotions, transfers, working conditions, and job evaluation. The review will determine whether policies and/or procedures exclude or limit the participation of designated group members. It will also facilitate the establishment of reasonable changes to any systems that would enhance employment opportunities.

- 1.3. To introduce special efforts to encourage greater participation by designated groups in all occupational categories; for example, special efforts to ensure qualified designated group members are aware of vacancies, such as advertising through community agencies and ethnic press.
- 1.4. To take steps to help increase the representation in the labour pool of qualified individuals with particular attention to designated group members; for example, outreach and liaison through community agencies and training institutions.
- 1.5. To provide career development and training programs. Designated group members shall be actively encouraged to take advantage of such special efforts in order to help create awareness of and begin to develop skills needed to become qualified for a wide range of jobs within the District.
- 1.6. To provide orientation and training programs to all occupational groups in order to raise awareness about the District's employment equity Administrative Procedure and its objectives.
- 1.7. To communicate the District's employment equity Administrative Procedure to all employees so that the procedure is understood and practised throughout the organization.
- 1.8. To give students the opportunity to benefit from a positive environment that reflects a workplace free from systemic barriers and discriminatory practices.
- 1.9. To provide human and financial resources necessary to implement and achieve the objectives of the Administrative Procedure.

2. Responsibility

- 2.1. The Associate Superintendent, Human Resources has the overall responsibility of implementing the Administrative Procedure, including the further development of procedures and timelines. Other divisions within the District must work in conjunction with Human Resources personnel to meet staff development and communication goals. There must also be a commitment from the senior management team, division heads, and administrators.

Reference: Sections 22, 65, 85 School Act
Human Rights Code
Canadian Charter of Rights and Freedom
Collective Agreements

Adopted: April 18, 1994
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