



<b>Policy:</b>	<b>O-5.4</b>
<b>Approved By:</b>	<b>College Executive Team</b>
<b>Approval Date:</b>	<b>March 8, 2002</b>
<b>Amendment Date:</b>	
<b>Policy Holder:</b>	<b>Exec. Dir. Human Resources</b>

## EMPLOYMENT EQUITY

### Purpose / Rationale

To establish principles that guide the College in equitable hiring and promotion practices.

### Scope / Limits

1. This policy applies to College management.
2. This policy is subject to provincial and federal legislation, federal contractors program, and collective agreements.

### Principles

1. Hiring or advancement of employees will be based on qualifications and appropriate skills to fulfill job requirements.
2. We are committed to implementing employment equity measures. Such measures will include the identification and removal of barriers to the selection, hiring, promotion and training of members of the following four "designated groups":
  - a) women
  - b) members of visible minorities
  - c) aboriginal people
  - d) persons with disabilities
3. When developing our employee profile we will consider the diversity of the communities we serve.