



Policy on Employment Equity

Office of Administration	Executive Director, Human Resources and Organizational Development
Approval Authority	Board of Governors
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1. Purpose

Laurentian University is committed to principles of equity and diversity in the workplace. Employment equity involves hiring the best-qualified candidate while ensuring a fair and equitable hiring process for all persons. The University shall hire and make employment and promotion decisions on the basis of qualifications and merit.

The University is also committed to achieving and maintaining a representative workforce and a fair workplace for all employees and will initiate employment equity measures to ensure the full participation and advancement of the following designated groups which have been under-represented including women, Aboriginal Peoples, persons with disabilities, visible minorities and sexual and gender minorities

2. Scope

This policy applies to all employees of Laurentian University.

3. Definitions/Principles

3.1 Aboriginal Peoples: For the purposes of employment equity, the term Aboriginal Peoples means persons who are First Nation, Inuit and Métis.

3.2 Designated Groups: refers to the groups that have been under-represented in employment: women, Aboriginal Peoples, persons with disabilities, visible minorities and sexual and gender minorities.

- 3.3 Employment Equity: involves a systematic effort to achieve fairness and provide equal opportunities in employment so that selection, promotion and professional development opportunities are based on competencies and qualifications. Employment equity identifies and removes systemic barriers to employment opportunities.
- 3.4 Persons with Disabilities: For the purposes of employment equity, persons with disabilities means persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who:
- i) Consider themselves to be disadvantaged in employment by reason of that impairment,
 - or
 - ii) Believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment, and includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.
- 3.5 Sexual and Gender Minorities: For the purposes of employment equity, sexual and gender minorities refers to persons who are members of the Lesbian, Gay, Bisexual, Trans, Two-spirited, Queer and Questioning community (LGBTQQ).
- 3.6 Visible Minorities: For the purposes of employment equity, members of visible minorities means persons, other than Aboriginal persons (from Canada), who are non-Caucasian in race or non-white in colour.

4. Policy Statement

- 4.1 The University will undertake to:
- 4.1.1 Identify and remove any discriminatory barriers (systemic or otherwise) to the selection, hiring, promotion and training of members of the above noted designated groups.
 - 4.1.2 Eliminate systemic, structural and attitudinal discrimination through education.
 - 4.1.3 Ensure that no one is denied access to employment opportunities for reasons unrelated to ability and ensure that all have access to the fullest opportunities to develop individual potential.
 - 4.1.4 Ensure that differences between people be respected and accommodated in accordance with human rights legislation.

4.1.5 Promote a climate favourable to the successful integration of members of groups designated for employment equity measures (women, Aboriginal Peoples, persons with disabilities, visible minorities and sexual and gender minorities).

4.1.6 Facilitate the development of an Employment Equity Plan which will include promoting awareness and providing training to the University community.

For additional information on employment equity, the University community may contact the Office of Human Rights in the Department of Human Resources and Organizational Development.