

## Employment Equity Policy

<b>Classification</b> Human Resources	<b>Table of Contents</b> 1 Purpose..... 1 2 Scope ..... 1 3 Definitions ..... 1 4 Policy Statement..... 1 5 Responsibilities..... 2 6 References..... 2 7 History ..... 2
<b>Approval Authority</b> Board of Governors	
<b>Implementation Authority</b> Associate Vice-President (Human Resources)	
<b>Effective Date</b> February 16, 1989	
<b>Last Revision</b> N/A	

- 1 Purpose** The purpose of this policy is to establish the terms under which the University of Calgary implements employment equity under the Government of Canada Federal Contractors Program.
- 2 Scope** This policy applies to all faculty and staff at the University of Calgary.
- 3 Definitions** In this policy:
- a) “Aboriginal Peoples” means persons who are Indians, Inuit or Métis.
  - b) “Designated Groups” means women, Aboriginal Peoples, Persons with Disabilities and Members of Visible Minorities.
  - c) “Members of Visible Minorities” means persons, other than Aboriginal Peoples, who are non-Caucasian in race or non-white in colour.
  - d) “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 a employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment.
- It includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.
- 4 Policy Statement**
- 4.1** The University of Calgary is committed to achieve and maintain a fair and representative workforce through the design and implementation of an employment

equity plan which meets the requirements of the Federal Government's Contractors' Program.

- 4.2** The plan shall consist of measures for the identification and removal of artificial barriers to the selection, hiring, promotion and training of members of the following groups:
  - a) women
  - b) Aboriginal Peoples
  - c) Persons with Disabilities
  - d) Members of Visible Minorities
- 4.3** It will also include steps to improve the employment status of these designated groups by making reasonable accommodations to enable them to compete equally with others thereby increasing their participation in all levels of employment.
- 4.4** These initiatives will be taken in a manner consistent with relevant provincial individual rights legislation.

## **5 Responsibilities**

- 5.1** Approval Authority
  - a) ensure appropriate rigour and due diligence in the development or revision of this policy.
- 5.2** Implementation Authority
  - a) ensure that University staff are aware of and understand the implications of this policy and related procedures;
  - b) monitor compliance with the policy and related procedures;
  - c) regularly review the policy and related procedures to ensure consistency in practice; and
  - d) sponsor the revision of this policy and related procedures when necessary.

## **6 References**

[Employment Equity Act](#), SC 1995, c 44

## **7 History**

February 16, 1989	Approved and Effective.
January 1, 2020	Editorial Revision. Updated format and links.