

BROCK UNIVERSITY EMPLOYMENT EQUITY POLICY

Principles

In accordance with its Mission Statement, Brock University is committed to a policy of Employment Equity including the establishment of employment practices that ensure that there are no discriminatory barriers that interfere unreasonably with employment opportunities. While the University has a concern for the participation and advancement of all its members, it is especially concerned for women, Aboriginal Peoples, persons with disabilities, and members of visible minorities, the four designated groups which, traditionally, have been disadvantaged in employment.

Brock University is committed to provide equal opportunities of employment to all individuals regardless of race, creed, colour, age, sex, sexual orientation, marital status, nationality, ancestry, place of origin or physical disability, in accordance with the Ontario Employment Standards Act, the Ontario Human Rights Code, the Ontario Labour Relations Act, and with the provision of collective agreements, where applicable.

Objectives

The objectives of the Employment Equity Policy are:

1. to regard individual merit as the prime criterion for the treatment of current faculty and staff and for the hiring of new faculty and staff;
2. to ensure that there are no discriminatory barriers to the selection, hiring, training and promotion of women, Aboriginal Peoples, persons with disabilities, and members of visible minorities and to make reasonable accommodations to enable them to compete with others on an equitable basis;
3. to increase the range of applicants for faculty and staff positions to reflect the diversity of the pool of potential candidates with appropriate qualifications;
4. to build and maintain a workforce that is representative of the relevant pool of potential candidates available for recruitment by the University.

Implementation

The commitment of Brock University to the implementation of Employment Equity is an institutional commitment. Only through combined and united efforts, over time, can this commitment be honoured. The participation and cooperation of the University and **all** its employees is necessary for the successful implementation of the Policy and the maintenance of an environment free from discriminatory behaviour, language and attitudes.

The Administration, in consultation with the University community, is responsible for setting overall University goals for achieving employment equity, consistent with the policies and collective agreements which govern the various groups of faculty and staff.

To provide direction and act as a primary resource, the University has appointed an Employment Equity Coordinator, whose responsibilities are to initiate and support programs and activities to give effect to the Policy.

The University will communicate this Policy and the results of employment equity initiatives, by reporting annually to the University community.

Approved by the Brock University Board of Trustees Executive Committee, Nov. 1992