

EMPLOYMENT EQUITY

University Policy No: HR6100 Classification: Human Resources

Approving authority: Board of Governors

Effective date: September, 2011 Supersedes: September, 2002

Last Editorial Change: Mandated review:

PURPOSE

1.00 The University of Victoria is committed to providing an environment which protects and promotes the human rights and affirms the dignity of all persons, including those of diverse backgrounds and needs, and which provides equitable access to employment opportunities. The University recognizes that it will benefit from a workforce that reflects the rich diversity of Canadian society.

DEFINITIONS

For the purposes of this policy:

- 2.00 Administrative Authority means individuals with administrative responsibility for units including but not limited to, Vice Presidents, Deans, Executive Directors, Chairs, Directors and other unit heads.
- 3.00 Accommodation appropriate measures to assist an individual, who has demonstrated a need for such a measure, in performing or fulfilling the substantive duties of a job.
- 4.00 Designated Groups as defined in the *Employment Equity Act* and Federal Contractors Program are women, Aboriginal Peoples, persons with disabilities and members of visible minorities.
- 5.00 Unit means academic or administrative areas at the university, including but not limited to: faculties, divisions, departments, schools, offices, centres .

SCOPE/ JURI SDI CTI ON

6.00 This policy applies to

systems and practices.