

ADMINISTRATIVE REGULATION**EMPLOYMENT EQUITY****1.0 Rationale**

The Superior North Catholic District School Board has a commitment to:

- Demonstrate its dedication to the growth and development of all its employees.
- Ensure the full utilization of all human resources.
- Assist students, staff and the community to prepare for the future and the changing nature of the workplace.
- Provide a wide spectrum of appropriate role models for staff and students.

As well as providing opportunities, encouragement and support, the Board expects all employees to develop and grow personally and professionally.

2.0 Definitions

- 2.1 ***Employment equity*** is a set of planned strategies designed to identify and eliminate the present and the residual effects of discrimination and to open equitably, the competition for employment opportunities.
- 2.2 ***Equal employment opportunity*** is a term used to describe the neutralizing of discriminatory practices, as well as the result.
- 2.3 ***Systematic discrimination*** is a policy, practice, procedure, system or method of operation which has a negative impact on an identifiable group, whether or not that impact was intended, and which cannot be justified by job-relatedness or business necessity.

3.0 Guidelines

- 3.1 Employment procedures and practices shall be conducted in accordance with the provisions of the Charter of Rights and Freedoms, the Ontario Human Rights Code, the Labour Relations Act, Ministry of Education policies and guidelines, and other pertinent statutes that may be applicable.
- 3.2 All employees with positions of additional responsibility will share in the responsibility of actively promoting employment equity for all.

- 3.3 The potential of all staff shall be recognized, developed, actively encouraged, utilized and monitored, in order to progress towards a more diversified representation of both sexes in all occupational categories.
- 3.4 It is the intent of the Board not to exclude any group in the competitive hiring process. Both the Canadian Charter of Rights and Freedoms and the Ontario Human Rights Code recognize and permit special programs that alleviate the conditions of disadvantaged individuals or groups.
- 3.5 Under the implicit legal right at the time of Confederation, and furthermore protected under Section 19 of the Human Rights Code, the Board reserves the right to prefer hiring persons of the Roman Catholic faith as employees.