

POLICY 3.2 – Employment Equity Policy

Policy Category: Personnel - All
Effective Date: January 24, 2002
Supersedes: September 28, 2000

PRINCIPLES

- 1.00 The University of Western Ontario recognises that Employment Equity is a value at the core of the University's mandate as a community leader and an institution of higher learning. Employment Equity recognises the value and dignity of each individual and ensures that each individual will have genuine, open and unhindered access to employment opportunities, free from artificial barriers, whether systemic or otherwise. Employment Equity involves hiring the most suitably qualified candidate for any open position while ensuring that the hiring process and the qualifications required for each position are fair and equitable for all persons.

Accordingly, The University of Western Ontario seeks to integrate fully the principles of Employment Equity with its other human-resource policies and procedures in order to ensure that all present and potential employees receive equitable treatment in all matters related to employment. The University of Western Ontario will take appropriate steps to ensure that, throughout the entire organization, representation rates of historically disadvantaged groups reflect their availability within the labour force of the external community.

All members of the community play a role in the success of Employment Equity. Final responsibility and accountability for the University's Employment Equity Policy, however, rest with the President.

OBJECTIVES

- 2.00 Under Employment Equity, The University of Western Ontario has the following objectives:
- (a) to promote the full participation and advancement of members of the designated groups under the Federal Contractors Program (women, Aboriginal peoples, members of visible minority groups and persons with disabilities) in the University workforce;
 - (b) to implement such special measures as are required to attract, retain and promote members of the designated groups and to ensure that individuals in positions to make or influence decisions regarding the status or working conditions of current and prospective employees are aware of such special measures and have received training in their application;

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- (c) to identify those areas of the University workforce wherein members of the designated groups are under-represented and to focus special measures to redress such under-representation and to ensure that individuals in positions to make or influence decisions regarding the status or working conditions of current and prospective employees are aware of such special measures and have received training in their application;
- (d) to ensure that individuals in positions to make or influence decisions regarding the status or working cond-8.9 (i(h)-12.2 (at)-1.1 (.1 (t)-1.1 (he)-s)-8 (r)r)-6.3 (7)3.1 (ng36.3 (r)-6.4 (end3.1 (s

