

# EMPLOYMENT EQUITY POLICY

(approved at the meeting of the Board of Governors of April 24, 1992.)

Laurentian University is committed to providing equal opportunities of employment to all individuals regardless of race, creed, colour, age, sex, sexual orientation, marital status, family status, ethnic origin, nationality, ancestry, place of origin or handicap as per the Ontario Employment Standards Act, the Ontario Human Rights Code, and the Ontario Labour Relations Act, and the provision of collective agreements where applicable.

The University is also committed to achieving and maintaining a representative workforce and a fair workplace for all employees and will initiate employment equity measures to ensure the full participation and advancement of groups which have traditionally been under-represented including women, native people, persons with disabilities and visible minorities.

The University will undertake to identify and remove any discriminatory barriers (systemic or otherwise) to the selection, hiring, promotion and training of members of the designated groups (as set out in paragraph two) and will make reasonable accommodations to enable members of such groups to compete with others on an equitable basis. The University, in exercising its responsibility as an employer, endeavours at all times to foster an environment which is supportive of productivity, academic achievement and the dignity and self-esteem of every employee. In addition, all staff are responsible for the encouragement of behavior, language and attitudes which will create a favourable University environment, free of discriminatory actions and stereotyping.

The University will oversee the effectiveness of this Policy through means which include the following:

1. The monitoring of the progress of the employment equity programme at Laurentian University (as set out in paragraphs two and three) by the Education and Employment Equity Coordinator, with regular reporting to the President and newsletters to the University Community.
2. Annual reporting by the President to the Board of Governors.
3. Assistance from representatives of the employee groups in monitoring the implementation of the policy.

For additional information on employment equity, members of the university community may contact the Office of the Education and Employment Equity Coordinator.