

Adopted	<i>(Revised) M16-0059 March 2016 (NEW) M12-0185 October 2012</i>
Review Date	<i>Annually: September</i>

EMPLOYMENT EQUITY

INTENDED PURPOSE:

The Halton District School Board recognizes that, consistent with *Ontario Human Rights Code* and the *Canadian Charter of Rights and Freedoms*, our employment practices and procedures at all levels reflect, demonstrate understanding of and respond to our diverse population. The Board is committed to providing a workplace environment that is fair and equitable to all.

PRINCIPLES:

Equitable recruitment, hiring, employment and promotion practices shall be applied to all applicants and employees of the Board including racialized persons, aboriginal people, women, and persons with disabilities as identified by the Ontario Human Rights Code.¹

Systemic barriers, which includes discrimination based on the prohibited grounds as defined in the Code, to recruitment, hiring, employment and promotion practices shall be identified and addressed in the Administrative Procedures. The prohibited grounds, under the Code, include the following:

- age (18 years or more),
- ancestry,
- citizenship
- colour,
- creed (religion)
- disability (includes perceived disability),
- ethnic origin
- family status
- marital status,
- place of origin,
- race,
- record of offences (employment only),
- sex (including pregnancy, gender identity, gender expression),
- sexual orientation.

In keeping with our commitment to hiring the most qualified staff, ongoing emphasis will placed on the development and communication of these principles throughout the Board via administrative procedures.

Legal References:

Ontario Human Rights Code

Ontarians with Disabilities Act

Integrated Accessibility Standards Regulation 191/112

Board References:

Equity and Inclusive Education Policy/Administrative Procedure

Criminal Background Check Administrative Procedure

Discrimination and Harassment Administrative Procedure

Disability Management and Return to Work Administrative Procedure

¹ http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_90h19_e.htm see Part II Definitions, s. 10. *Ontario Human Rights Code*.

² http://www.e-laws.gov.on.ca/html/source/regs/english/2011/elaws_src_regs_r11191_e.htm Integrated Accessibility Regulation, 191/11