

## **EQUAL OPPORTUNITY EMPLOYMENT**

### **POLICY**

**CODE: G 1.1**

#### **1. Policy Statement:**

- 1.1. The London District Catholic School Board believes in the principle and practice of Equal Employment Opportunity for all persons regardless of sex, age, race, disability, ancestry, place of origin, colour, ethnic origin, sexual orientation, gender identity, receipt of public assistance, citizenship, creed, marital or family status or record of offences for which a pardon has been granted, according to the provisions of the Ontario Human Rights Code and the Employment Equity Act.

#### **2. Purpose:**

- 2.1. The Board's commitment to equal opportunity applies to all employment practices including recruitment, selection, retention, treatment, advancement and other terms and conditions of employment respecting current and prospective employees.
- 2.2. The Board's implementation of this commitment will be in accordance with the rights conferred upon it under Section 93 of the British North America Act and guaranteed under Section 29 of the Canadian Constitution.

#### **3. Application and Scope:**

- 3.1. All employees and future employees support and work together to achieve the mission and vision of Catholic education.
- 3.2. The qualifications criteria for all positions shall be published electronically and will notify internal and external candidates about the availability to accommodate in the recruitment and assessment process.
- 3.3. The Board shall take into account the accessibility needs of its employees with disabilities as well as an individual accommodation plans, when providing career development, advancement and redeployment.
- 3.4. All unsuccessful candidates interviewed for a position will be given, upon request, the opportunity to discuss their interview with the chairperson of the selection committee.

#### **4. Principles:**

- 4.1. The guiding principle in hiring and promotion must be that the successful candidate for the position, be the best candidate which includes but not limited to qualifications, abilities, skills and personal leadership resources.

#### **5. Expected Outcomes of Policy**

- 5.1. This policy will enhance transparency and consistency in the selection and promotion of the best candidate to fill the role.

#### **6. Related Policies**

- 6.1. Policy Code: A 3.1 - Antiracism and Ethnocultural Equity
- 6.2. Policy Code: A 5.1 - Customer Service

Adopted: July 13, 1998

Revised: May 25, 2015