
Employment Equity Policy Statement

Department Policy Number

150 007

Effective Date

September 4, 1996

Purpose

Definitions

Policy

Athabasca University is committed to employment equity for all current and prospective employees regardless of national or ethnic origin, color, religion, gender, sexual orientation, age or disability. It is fully supportive of the creation and maintenance of a work force, which is representative of and responsive to all people. To ensure fairness and a representative work force, initiatives will be undertaken to enable women, persons with disabilities, aboriginal peoples and members of visible minority groups to participate equitably in employment and career advancement consistent with their abilities, qualifications and aspirations.

Initiatives

1. The Staff and Student Relations Coordinator will be assigned responsibility for implementing Employment Equity initiatives as they are brought forward from the University community to the Executive Group.
2. The Staff and Student Relations Coordinator or designate will continue to serve on all selection committees.
3. Employment Systems Reviews of policies and procedures will be conducted on policies and procedures, which staff members identify, through executive group, as having adverse impact on designated group members.
 - a. Representative committees, chaired by the Staff and Student Relations Coordinator, will be struck as required to conduct the employment systems review.



Regulation

Procedure

Approved By

Athabasca University Governing Council, September 13, 1996

Amended Date/Motion No.

AUGC - 116.3

Related References, Policies and Procedures

Applicable Legislation/Regulation

Responsible Position/Department

Human Resources

Keywords