



SCHOOL DISTRICT NO. 50 HAIDA GWAI BOARD POLICY MANUAL

POLICY E.1 (Formerly 1212)

EMPLOYMENT EQUITY

January 2010

POLICY

School District No. 50 (Haida Gwaii) recognizes that employment equity is a desirable and fundamental goal in our society. The District is committed to having no employment barriers and striving towards a fair representation of Aboriginal peoples at all levels within the District. The students of School District No. 50 are best served by a district which reflects the diversity of the community which it serves.

The District recognizes the importance of teaching students about equality, and also demonstrating to students and staff the District's commitment to equality.

The Haida Gwaii School District accepts that to achieve equality in the workplace so that no person shall be denied employment opportunities for reasons unrelated to ability, employment equity means more than treating persons in the same way and may require measures to accommodate differences.

School District No. 50 (Haida Gwaii) expects all decisions regarding employment to be based upon bona fide requirements and qualifications.

PROCEDURES

School District No. 50 (Haida Gwaii) shall adopt an employment equity program to strive towards a workforce composition which reflects the composition of Aboriginal students in the District. In order to achieve this goal, the District will consider all positions which become available through attrition or are new to the District.

The District shall develop a self-declaration form and process to enable all employees and applicants to declare their Aboriginal ancestry. No person is required to make such a declaration if he or she chooses not to be considered as an Employment Equity applicant.

In furtherance of these commitments, School District No. 50 (Haida Gwaii) will:

- Continue to build a diverse workforce that is representative of the pool of potential candidates with appropriate qualifications from designated groups, while retaining individual merit and achievement as the prime criterion for all staffing decisions;
- Ensure that all employment related decisions are based on principles of individual merit and achievement (that is, on such matters as job performance criteria such as skills, knowledge, and abilities relevant to specific positions) and not on factors unrelated to a person's ability to do the job;
- Ensure the District policies and practices do not have an adverse impact, direct or indirect, on the employment and advancement of Aboriginal people;
- Seek to increase the range of applicants for all teaching, administrative and support staff positions to reflect the diversity of the pool of potential Aboriginal candidates with appropriate qualifications;
- Ensure that, where candidates do not differ in merit, employment decisions are guided by the District's policy on employment equity;
- Identify those sectors of the District workforce wherein Aboriginals are under-represented and to develop measures to address such under-representation.

Legal Reference:

*Canadian Charter of Rights and Freedoms British
Columbia Human Rights Act*