

<p style="text-align: center;">STRAIT REGIONAL SCHOOL BOARD <i>Excellence in Lifelong Learning</i></p> <p style="text-align: center;"><i>POLICIES AND GUIDELINES</i></p>	<p style="text-align: center;">HUMAN RESOURCES MANAGEMENT V-A-5</p>
	<p style="text-align: center;">General EMPLOYMENT EQUITY</p>
	<p>Adopted: June 3, 1998 December 4, 2007</p> <p>Revised:</p> <p>Page: 1 of 2</p>

EMPLOYMENT EQUITY

POLICY STATEMENT

The Strait Regional School Board is committed to identifying affirmative measures and employment equity opportunities that result in a workplace in the Strait Region that reflects a qualified labour pool which includes persons with special needs, ethnic and racially visible persons, Aboriginal persons and women in our education community.

DEFINITIONS

EMPLOYMENT EQUITY is a strategy designed to ensure equitable representation of designated groups throughout the workplace and to eliminate inequalities. The aim of employment equity is the achievement of a diversified workplace that reflects the general population served by the Strait Regional School Board.

DESIGNATED GROUPS are groups of persons who have experienced social, economic and employment barriers including women, ethno-cultural and racial minorities, aboriginal persons and persons with special needs.

AFFIRMATIVE MEASURES involves a collaborative effort among all education partners to correct historical discriminatory practices and includes strategies to address these practices, such as:

- providing professional development and leadership opportunities;
- increasing awareness of employment equity among all education partners;
- providing recruitment leadership opportunities for underrepresented groups in the Strait Regional School Board during the annual staffing review; and
- providing the supports and resources necessary to develop and promote this policy

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1. AFFIRMATIVE MEASURES

1.1 The Superintendent in collaboration with the Human Resources Department and the Programs and Student Services Department shall, through the annual staffing review, identify affirmative measures and employment equity opportunities for the Strait Regional School Board. This process will support and complement the work of the RCH Coordinator.

This process shall also respect the provisions of the Charter of Rights and Freedoms, the Human Rights Act, provincial legislation governing labour standards, and collective agreements signed by the Strait Regional School Board.

2. ANNUAL REVIEW AND EVALUATION

On an annual basis, the Superintendent of Schools in collaboration with the Human Resources Department and the Programs and Student Services Department will:

- monitor employment equity and affirmative measures opportunities for the Strait Regional School Board.
- examine the data regarding recruitment and hiring of staff as part of the annual staffing review and early hire process.
- provide professional development opportunities that will enhance leadership ability.
- collaborate with representatives of the NSTU, CUPE and appropriate education partners in evaluating the effectiveness of affirmative measures for positive development of employment equity.

3. The Strait Regional School Board has established a set of procedures to guide all aspects of this policy. Refer to PRO V-A-5.

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