



	SUBJECT: Employment Equity Policy	POLICY NUMBER: B400	AUDIENCE: College-wide
	APPROVED BY:		

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	APPROVED BY: Senior Leadership Team	DATE APPROVED: February 15, 2023	DATE EFFECTIVE: February 2023
	DEPARTMENT: Human Resources	SUPERCEDES: June 2020	DISTRIBUTION: Online
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EXECUTIVE ASSISTANT TO THE PRESIDENT SIGNATURE:			

Consider themselves to be disadvantaged in employment by reason of that impairment; or
 Believe that an employer or potential employer is likely to consider them to be disadvantaged in
 employment by reason of that impairment.

Includes persons whose functional limitations owing to their impairment have been accommodated in
 their current job or workplace.

3.7 Racialized Groups (“Visible Minorities”): Persons that are non-Caucasian in race or non-white in
 colour.

3.8 Under -Representation: Having a significantly lower percentage of designated group members in a
 particular occupational group that would reasonably be expected in comparison to their known
 availability.

4. RESPONSIBILITIES

4.1 All employees are responsible for complying with this Policy.

4.2 All Managers/Supervisors share the responsibility for ensuring equity in recruitment, hiring,
 development and training, promotion, retention, and accommodation decisions within the scope of their
 authority.

4.3 The Human Resources (HR) Department is responsible for the overall administration of this Policy and
 for ensuring continued compliance with relevant legislative requirements (i.e., Ontario Human Rights
 Code and British Columbia Human Rights Code). The HR Department will also ensure open
 communications on this Policy and on the results of employment equity initiatives.

4.4 The Equity, Diversity, and Inclusion (EDI) Officer is responsible for collaboratively working with
 Managers/Supervisors to educate, inform, raise awareness within the CCNM community, and advance
 goals towards employment equity. The EDI Officer will also serve as a resource for information and
 guidance on achieving and maintaining employment equity.

4.5 The

