

 <b>The University of British Columbia Board of Governors</b>	<b>Policy No.:</b>  <b>HR10</b>
<b>Long Title:</b>  <p style="text-align: center;">Employment Equity</p>	
<b>Short Title:</b>  <p style="text-align: center;"><b>Employment Equity Policy</b></p>	

**Background & Purposes:**

The University of British Columbia is committed to equity in employment. The objectives of the employment equity policy are:

- to regard individual merit as the prime criterion for the treatment of present faculty and staff and for the employment of new faculty and staff;
- to remove any discriminatory barriers to the development of employees’ career abilities, aspirations, and potential;
- to increase the range of applicants for faculty and staff positions that reflects the diversity of the pool of potential candidates with appropriate qualifications; and
- to build a workforce that is representative of the pool of potential candidates with appropriate qualifications, in particular those who have been traditionally under-represented including women and Indigenous, disabled, and racialized persons.

**1. Statement of Principle**

- 1.1 The fundamental principle for recruitment and retention of faculty and staff at The University of British Columbia is individual achievement and merit. Consistent with this principle, the University will: advance the interests of women and Indigenous, disabled, and racialized persons; ensure that fair and equal opportunity is afforded to all who seek employment at the University; and treat equitably all faculty and staff.
- 1.2 The University of British Columbia has established a program of employment equity to provide a fair and equitable workplace and to offer all individuals full opportunity to develop their potential. Accordingly, the University will identify and eliminate any discriminatory barriers that interfere with employment opportunities in all jobs and at all levels throughout the University. Both current and prospective faculty and staff will receive equitable treatment in hiring, training, and promotion procedures.



## EXPLANATORY NOTES REGARDING THE EMPLOYMENT EQUITY POLICY AND ASSOCIATED PROCEDURES

Issued July 2019 by the Office of the University Counsel

*The OUC has prepared these Explanatory Notes to provide context and background regarding the Employment Equity Policy. These Explanatory Notes do not replace or supersede the content of the Employment Equity Policy and its Procedures.*

<b>Policy Long Title:</b>	Employment Equity
<b>Policy Short Title:</b>	Employment Equity Policy
<b>Policy Number:</b>	HR10
<b>Responsible Executive:</b>	Provost and Vice-President, Academic (UBC Vancouver)
<b>Responsible Board Committee:</b>	Employee Relations Committee
<b>Related Policies:</b>	N/A
<b>History:</b>	<ul style="list-style-type: none"><li>• The Employment Equity Policy was first approved by the Board of Governors in November 1990;</li><li>• The Employment Equity Policy was revised in June 2018;</li><li>• The Employment Equity Policy was updated in July 2019 to reflect a new policy identification system; it is currently identified as the Employment Equity Policy, its long title is Employment Equity, and its number is HR10. The previous identification number for this policy was #2.</li></ul>
<b>Related Legislation:</b>	N/A