

DUFFERIN-PEEL CATHOLIC DISTRICT SCHOOL BOARD

BOARD POLICY / REGULATIONS

Board Policy Number:	4.10
Subject:	Employment Equity
Effective Date:	(818) September 25,2007; Revised (166) May 27, 2008

The Dufferin-Peel Catholic District School Board recognizes that its school system, consistent with the protection afforded in the *Constitution Act 1867* and confirmed in the *Canadian Charter of Rights and Freedoms*, gives pre-eminence to the tenets of Roman Catholicism. Subsection 19 (1) of the Ontario Human Rights Code provides that “*This act shall not be construed to adversely affect any right or privilege respecting separate schools enjoyed by separate school boards or their supporters under the Constitution Act, 1867 and the Education Act*”. The Board does not relinquish these rights.

Objective

To establish the Board’s focus on the development, implementation, maintenance and communication of employment practices and procedures that result in and sustain a workforce that, at all levels, reflects, understands and responds to a diverse population.

Principles

There shall be an ongoing emphasis on the development and communication of principles of Employment Equity throughout the Board (i.e. students, staff and community).

Equitable hiring processes, employment and promotion practices, shall be applied to all positions and staff of the Board. This shall include active recruitment of qualified and certified Catholic teachers who are racialized persons, women, aboriginal persons, and persons with disabilities.

Systemic barriers to equitable recruitment, selection and promotion of racialized persons, women, aboriginal persons, and persons with disabilities shall be eliminated if and where they exist.

Outreach activities including mentoring, training and staff development shall focus on racialized persons, women, aboriginal persons, and persons with disabilities with a view to ensuring that these groups achieve equitable representation.

Racialized persons, women, aboriginal persons, and persons with disabilities shall be the focus of employment and promotion strategies, but not to the exclusion of other groups of persons.

