



UNIVERSITY OF MANITOBA POLICY

Policy:	EMPLOYMENT EQUITY
Effective Date:	February 25, 1988
Revised Date:	
Review Date:	
Approving Body:	Board of Governors
Authority:	
Responsible Executive Officer:	
Delegate: (If applicable)	
Contact:	Director of Human Resources
Application:	All Staff

The purpose of this Policy is to outline the University's commitment to employment equity and to outline the general means by which an employment equity plan will be developed.

The University of Manitoba has executed a Certificate of Commitment under the Government of Canada's Federal Contractors Program in which it has agreed to implement measures for the identification and removal of artificial barriers to the selection, hiring, promotion and training of designated groups, i.e. women, aboriginal peoples, persons with disabilities, and visible minorities; and to take steps to improve the employment status of these designated groups by increasing their participation in all levels of employment.

To this end, the University will adopt a planning process resulting in the development of an Employment Equity Plan which:

1. establishes goals and timetables for implementing the plan;
2. identifies special measures and reasonable accommodations for employment equity;
3. cites responsibilities and accountabilities for achieving employment equity; and
4. describes procedures for monitoring results.

This will be implemented in a manner consistent with the intent of relevant provincial statutes governing human rights and labour relations, and provisions of the University's collective agreements.