

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