



SUBJECT: Education and Employment Equity	CATEGORY: Governance – Organizational Goals and Accountability	NO. 705
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PREAMBLE

Saskatchewan Polytechnic is committed to achieving and maintaining a student body and a workforce that fairly represents the population of Saskatchewan through its continuing efforts to remove systemic barriers and provide reasonable accommodation.

POLICY

Saskatchewan Polytechnic is committed to the principle of employment and education equity and shall remove unnecessary barriers that inhibit the participation of members of the designated groups in its student body and workforce.

In accordance with its obligations under *The Saskatchewan Human Rights Code*, and its policy and procedures respecting reasonable accommodation, Saskatchewan Polytechnic will provide reasonable accommodation to ensure equity in educational and employment opportunities to students and employees.

DEFINITIONS

Equity

Equity refers to a standard of fairness that moves beyond treating all people the same way or equality of treatment. The goal of equity is to ensure equality of outcomes in the distribution of opportunities through the active removal of barriers, through application of special measures and through the accommodation of differences.

Designated Groups

As defined in the *Employment Equity Act of Canada* and the *Federal Contractor's Program* on the basis of census data, the designated groups are women, Aboriginal persons, persons with disabilities and members of visible minorities.

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Reasonable Accommodation

A reasonable accommodation is an economical, efficient and effective variation from an educational or employment rule, standard, policy or practice which enables an individual protected under *The Saskatchewan Human Rights Code* to enjoy equal opportunities with others. (See Reasonable Accommodation policy 712-G.)

PROCEDURES

- 1.0 Student Services, in collaboration with programs, is responsible for implementing and monitoring the ongoing effectiveness of Saskatchewan Polytechnic's plan to achieve a representative student body.
- 2.0 Human Resources, in collaboration with the appropriate areas, is responsible for implementing and monitoring the ongoing effectiveness of Saskatchewan Polytechnic's plan to achieve a representative workforce.
- 3.0 Equity Plans
 - 3.1 Plans to achieve and maintain a representative student body and workforce shall be implemented in a manner consistent with *The Saskatchewan Human Rights Code*, *The Saskatchewan Employment Act*, and relevant provisions, if any, of the collective agreements in effect at Saskatchewan Polytechnic.
 - 3.2 The plans must consider the following designated groups: women, persons with disabilities, members of visible minorities and Aboriginal persons.
 - 3.3 These plans shall include strategies designed to:
 - Identify and remove barriers to educational and employment opportunities and practices for members of the designated groups.
 - Encourage the participation of members of the designated groups in Saskatchewan Polytechnic's student body and workforce.
 - Promote and support the retention of members of the designated groups in Saskatchewan Polytechnic's student body and workforce.
 - Ensure the appropriate provision of reasonable accommodation for members of the designated groups.
 - Ensure those members of the Saskatchewan Polytechnic community are aware of this policy and their critical role in the achievement of its purposes with respect to the learning and work environment.
 - Effectively and efficiently monitor the effectiveness of the plans.

RELATED POLICIES/DOCUMENTS

712-G Reasonable Accommodation

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APPLICABLE LEGISLATION OR REGULATIONS

Employment Equity Act of Canada
Federal Contractor's Program
Saskatchewan Employment Act
Saskatchewan Human Rights Code

AMENDMENT HISTORY

1. Original issue date: September 26, 1989
2. Revision dates: June 13, 2008
June 24, 2011
January 30, 2015
3. Scheduled Review date: January 30, 2020

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