



**CÉGEP HERITAGE COLLEGE  
POLICY #28**

**CONCERNING  
EMPLOYMENT EQUITY**

**COMING INTO FORCE:** February 19, 2002  
**REVISED:** June 21, 2017  
**ADMINISTRATOR:** Director of Human Resources

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# CÉGEP HERITAGE COLLEGE POLICY #28

## CONCERNING EMPLOYMENT EQUITY

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### Preamble<sup>1</sup>

Cégep Heritage College strives for equity in all its endeavours. The College's Mission Statement, adopted on June 6, 1990, confirms this commitment. Within the scope of its mission, the College provides educational options, services and facilities in accordance with the *Quebec Act respecting Equal Access to Employment in Public Bodies (Bill 143)*, the College mission, and *Cégep Heritage College Policy #10* concerning Human Resources.

### ARTICLE 1

#### Purpose

The present policy establishes the principles, objectives and actions necessary to strive for equity in employment while ensuring quality teaching and education, and promoting fairness in all aspects of College life. It also outlines the responsibilities various individuals in the College community must assume to ensure the implementation of this policy.

### ARTICLE 2

#### Application

The Employment Equity program is a strategy of planned change that takes place in stages over a period of time as determined by the present policy and its Action Plan. The program involves permanent equal opportunity, support measures to eliminate obstacles that prevent representation in all job categories or classifications, and temporary corrective measures to attain equitable representation more rapidly.

These measures are outlined in detail in the Action Plan. Each year the Employment Equity Committee submits a revised action plan for the following academic year to the Senior Management Committee. All College employees will receive this annual plan of action at the beginning of the academic year.

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<sup>1</sup> See the Glossary for explanations of frequently-used terms.

### ARTICLE 3

#### Provisions

#### 3.1 Principles

The principle of equal opportunity in employment and education means:

- a) Sound management of human resources which takes into account the competencies and potentials of each employee and encourages the development of their aptitudes and aspirations;
- b) Sound management of human resources which strives for equitable representation for all, particularly members of the designated groups as identified by *la Commission des droits de la personne et des droits de la jeunesse du Québec*, namely, women, Aboriginal people, persons belonging to a visible minority and persons whose mother tongue is not French or English, as well as people with disabilities in all sectors of employment, taking into account their availability in the labour force;
- c) Equitable representation, particularly of members of the designated groups in all employment sectors of Cégep Heritage College that serves as a role model for the career choices of students;
- d) Appreciation and respect for the rich cultural and ethnic diversity of staff and students;
- e) An Employment Equity program which focuses on the quality and competence of its human resources and promotes the hiring of the best candidate for the job.

#### 3.2 General Objectives

In general, this policy aims to:

- a) Support the Employment Equity program for members of designated groups by preventing discrimination in the College's employment policies and practices;

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- b) Implement an Employment Equity program that strives for equitable representation in all employment categories, job classifications and teaching disciplines;
- c) Create and maintain a work environment in accordance with the objectives of the Employment Equity program;
- d) Provide a learning environment in which all students understand the underlying principles of employment equity;
- e) Encourage students who are members of the designated groups to consider seeking careers in which they are under-represented.

### 3.3 Employment Equity Committee

In order to solicit input from all sectors of the College community, the Employment Equity Committee is created to provide a forum for discussion on all matters related to employment equity.

#### 3.3.1 Membership of the Committee

- Director of Human Resources (*ex officio* Chair),
- **A** management personnel representative,
- **A** non-teaching professional representative,
- **O**ne to three faculty representatives,
- **A** support staff representative, ~~and~~
- **A** student representative.

#### 3.3.2 Functioning of the Committee

A minimum of two meetings will be scheduled per academic year or as need be.

## ARTICLE 4 Roles and Responsibilities

The present policy constitutes a formal commitment on the part of the College to implement employment equity. It is the responsibility of all employees to

work actively towards the achievement of the objectives of the Employment Equity program.

The present policy specifies that the following entities are responsible for the implementation of measures as appropriate. It also provides details of specific responsibilities.

### 4.1 Director General

- a) Is responsible for the application of the present policy;
- b) Ensures that all internal and external written and visual communications take into account the objectives of the Employment Equity program.

### 4.2 Director of Human Resources

- a) Is responsible for the coordination of the Employment Equity program;
- b) Is responsible for the elaboration and implementation of the Action Plan.;
- c) Is responsible, in collaboration with the service administrators, for the implementation of employment equity measures and all selection procedures;
- d) Promotes the present policy to all employees;
- e) Supports all parties involved so they may assume their roles and responsibilities in applying the present policy;
- f) Ensures that employment policies and practices are exempt from all forms of discrimination;
- g) Submits an annual report to the Senior Management Committee taking into consideration recommendations from the Employment Equity Committee;
- h) Submits the required documentation to the appropriate government ministries.

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### **4.3 Academic Dean/Associate Academic Dean**

- a) Are responsible, in collaboration with the Director of Human Resources, for the application of employment equity measures in academic departments' selection procedures;
- b) Advocate that all academic programs and curricula be non-discriminatory.

### **4.4 Director of Student Services**

- a) Establishes programs which fosters appreciation and respect of the rich cultural diversity inherent within Cégep Heritage College;
- b) Provides pertinent support services to members of the designated groups;
- c) Encourages the Student Association to adhere to the present policy in their practices;
- d) Ensures that communication to students and by students takes into account the objectives of the Employment Equity program.

### **4.5 Administrators**

Are responsible, in collaboration with the Director of Human Resources, for application of employment equity measures within their respective services' selection procedures.

### **4.6 Employment Equity Committee**

- a) Informs and sensitizes the College community to employment equity principles;
- b) May organize workshops and educational programs in support of the established employment equity principles;
- c) Monitors the implementation of the present policy and Action Plan;

- d) Makes recommendations to the Director of Human Resources about the present policy and Action Plan;
- e) Prepares an annual report.

### **4.7 Accredited Employee and Student Associations**

Annually designate an employee representative to sit on the Employment Equity Committee.

## **ARTICLE 5 Revision**

This policy will be reviewed at least every five (5) years, or when deemed necessary.

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## GLOSSARY

**Administrator:** a senior executive or senior staff member of Cégep Heritage College.

**Action Plan:** A document {Ref. Doc. #P28.1} describing the measures that will be undertaken by Cégep Heritage College to support equity in employment.

**College:** Cégep Heritage College/

***La Charte des droits de la personne et des droits de la jeunesse du Québec:***

The Charter is a fundamental law which prevails over all other legislation under the legislative competence of Québec. The Charter of Human Rights and Freedoms was adopted by Québec's National Assembly on June 27, 1975. The goal of the Charter is to harmonize the relationships of Québec's citizens among themselves and with their institutions, in a context respectful of human dignity.

**Management**

**Personnel:** Any person who is a member of the management staff within the meaning of the *Regulation respecting Certain Conditions of Employment of Senior Staff of General and Vocational Colleges*.

**Members of  
the Designated**

**Groups:** Women, Aboriginal people, persons belonging to a visible minority, persons whose mother tongue is not French or English, and people with disabilities.

**Mission**

**Statement:** A general statement that Cégep Heritage College is committed to the success of its student through a diverse and innovative, community-driven learning experience

**Present Policy:** A term used within each policy which represents a direct reference to that same document.

**Employment  
Equity**

**Program:** Employment Equity Program includes the present policy and the Action Plan.

***Quebec Act Respecting Equal Access to Employment in Public Bodies (Bill 143):***

*La loi sur l'accès à l'égalité en emploi dans les organismes publics et modifiant la Charte des droits et libertés de la personne. Québec, 1er avril 2001.*

**Senior  
Management**

**Committee:** Management personnel chosen by the Director General to sit as members of the Cégep Heritage College Senior Management Committee.

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### Related Document(s)

This document is to be used in conjunction with:

- *Cégep Heritage College Policy #10 concerning Human Resources*
- *Quebec Act respecting Equal Access to Employment in Public Bodies (Bill 143)*
- *Employment Equity Action Plan*
- *Cégep Heritage College Guideline #2. Development of College-Wide Administrative Documents*
- *Cégep Heritage College Policy #6 concerning a Respectful Workplace Free of Discrimination and Harassment*
- *Cégep Heritage College Policy #5 concerning the evaluation of student achievement*
- *Cégep Heritage College Policy #10 concerning Human Resources*
- *Cégep Heritage College Policy #19 concerning Conditions Of Eligibility For A Work Term*
- *Cégep Heritage College Policy #23 concerning the use of Electronic Networks*
- *Cégep Heritage College Policy #24 concerning Student Conduct*
- *Cégep Heritage College Policy #33 concerning Academic Integrity*
- *Cégep Heritage College Charter of Rights and Responsibilities*
- *Cégep Heritage College Procedure #6 concerning Breaches of Student Conduct*
- *Cégep Heritage College Procedure #16 concerning A Respectful Workplace*
- *Cégep Heritage College By-Law #6 concerning The Ethics and Professional Conduct of Board Administrators*
- *Quebec Labour Code Law*
- *Canadian Human Rights Laws*
- *FNEEQ-CSN Collective Agreement*
- *FPPC-CSQ Collective Agreement*
- *Senior Management Working Conditions*
- *Senior Executives Working Conditions*
- *Quebec Charter of Human Rights and Freedoms*
- *Canadian Charter of Rights and Freedoms*
- *Concerning Code of Ethical Conduct*