



Employment Equity Policy

Classification Human Resources	Table of Contents 1 Purpose..... 1 2 Scope 1 3 Definitions 1 4 Policy Statement..... 1 5 Responsibilities..... 2 6 References..... 2 7 History 2
Approval Authority Board of Governors	
Implementation Authority Associate Vice-President (Human Resources)	
Effective Date February 16, 1989	
Last Revision N/A	

- 1 Purpose** The purpose of this policy is to establish the terms under which the University of Calgary implements employment equity under the Government of Canada Federal Contractors Program.
- 2 Scope** This policy applies to all faculty and staff at the University of Calgary.
- 3 Definitions** In this policy:
- a) "Aboriginal Peoples" means persons who are Indians, Inuit or Métis.
 - b) "Designated Groups" means women, Aboriginal Peoples, Persons with Disabilities and Members of Visible Minorities.
 - c) "Members of Visible Minorities" means persons, other than Aboriginal Peoples, who are non-Caucasian in race or non-white in colour.
 - d) "Persons with Disabilities" means persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who:
 - i.

