



**The University of British Columbia  
Board of Governors**

**Policy No.:**

**2**

**Approval Date:**

November 1990

**Last Reviewed:**

November 1995

**Responsible Executive:**

Vice-President, Academic and Provost

**Title:**

**Employment Equity**

**Background & Purposes:**

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 to reflect the diversity of the pool of potential candidates with appropriate qualifications;
- to build a workforce that is representative of the pool of potential candidates with appropriate qualifications, including women, native people, persons with disabilities, and visible minorities.

**1. Statement of Principle**

- 1.1. The fundamental consideration 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, native people, persons with disabilities, and visible minorities; ensure that 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.