

POLICY

No. D.18

EMPLOYMENT EQUITY/HUMAN RIGHTS EXEMPTION

*Adopted: 11-05-10
Reviewed: 12-02-14
Reviewed: 13-01-08
Reviewed: 14-03-03
Reviewed: 15-02-10
Reviewed: 15-11-09
Reviewed: 16-11-14
Reviewed: 17-11-13*

Rationale

The District has a significant number of Aboriginal students. The hiring of staff with Aboriginal Ancestry would fulfill a cultural and/or traditional language role; as well as, provide Aboriginal role models for all students.

The Board recognizes that Aboriginal principals, teachers and support staff are under-represented in the public education system. The Board will actively support hiring qualified Aboriginal staff. It is an objective of the District to hire a corresponding percentage of Aboriginal staff to the Aboriginal student population.

Policy

The Board endorses the British Columbia Human Rights Tribunal approved Employee Equity Program for teachers, support staff and management.