

# POLICY

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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  
Reviewed: 19-02-19  
Reviewed: 21-02-08*

### Rationale

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

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

### Policy

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