



UNIVERSITY OF TORONTO

University of Toronto
Governing Council

Employment Equity Policy

March 28, 1991

To request an official copy of this policy, contact:

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Employment Equity Policy

The University of Toronto is committed to employment equity and to achieving and maintaining a workforce representative of those pools of qualified individuals available for recruitment by the University.

The University upholds the Ontario Human Rights Code and will not under any circumstances permit employment practices and procedures in contravention of it. While remaining alert and sensitive to the issue of fair and equitable treatment for all, the University has a special concern with the participation and advancement of members of four designated groups that have traditionally been disadvantaged in employment: women, visible minorities, aboriginal peoples and persons with disabilities

To act on its commitment to employment equity, the University will, on an ongoing basis:

- Endeavour to ensure that University policies and practices do not have an adverse impact on the participation and advancement of designated group members.
- Set goals consistent with this Policy, and timetables and plans for achieving them.
- Implement programs to facilitate the participation and advancement of designated groups.
- Make reasonable accommodation for differences related to designated group membership.

Subject to University policies on academic freedom, all staff are responsible for the encouragement of behaviour, language and attitudes which will create a favourable University environment, free of discriminatory actions and stereotyping. The Vice-President and Provost and the Vice-President, Human Resources are responsible for setting overall University goals for faculty and librarians, and administrative staff, respectively, consistent with the policies and collective agreements which govern the various staff groups.

The University will maintain open communication on this Policy and on the results of employment equity initiatives, by reporting annually to the University community. For additional information on employment equity at the University of Toronto, contact the Office of the Employment Equity Co-ordinator.