

PERSONNEL AND EMPLOYEE RELATIONS	7000
EQUITABLE EMPLOYMENT POLICY	7020

1. Rationale

Lakehead District School Board (LDSB) promotes human rights and equity, and is committed to achieving a representative workforce that reflects the diversity in the province, to meet the needs of students.

Lakehead District School Board is committed to the recruitment, promotion, and retention of staff, providing the plans.

2. Policy

It is the policy of LDSB to develop, implement, and maintain equitable employment strategies, in order to eliminate barriers to full participation in employment and to engage a well-prepared and diverse workforce for the well-being and success of all students.

Hiring decisions are made by LDSB in accordance with applicable legislation, the Ontario Human Rights Code, and collective agreements.

3. Definitions

3.1 Equity - a condition or state of fair, inclusive, and respectful treatment of all people. Equity does not mean treating people the same without regard for individual differences. It is about understanding historical and current day context of marginalized or identifiable groups and recognizing that barriers can arise from systemic discrimination.

3.2 Barriers - policies, procedures or practices that prevent equity of access and outcomes. They can be both systemic and individual.

3.3 Equitable Employment involves the identification and removal of systemic barriers to equity of access and

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