

INTRODUCTION

The College recognizes that a program of Employment Equity contains elements of equal opportunity and affirmative action. *

Because the College lacks sufficient in-house expertise to develop and implement an affirmative action program and has insufficient financial resources to obtain this expertise from elsewhere, College policy will emphasize the equal opportunity dimension of Employment Equity until this situation changes.

POLICY

The Nova Scotia College of Art and Design fully supports the concept of Employment Equity. In order to promote equal opportunity, the College will take all necessary measures to ensure that discrimination is not present within any of its employment policies or practices.

There shall be no discrimination in employment at NSCAD on any ground prohibited by the Canadian Charter of Rights and Freedoms or the Nova Scotia Human Rights Act. The President, the Board of Governors, administrative officers, faculty and staff will ensure fulfillment of the University's policy on equal opportunity in all aspects and all levels of employment. Employment in this document includes recruitment, selection, promotion, salary, benefits, transfers, training, career development, and educational benefits/tuition assistance.

IMPLEMENTATION

1. Communication by the President to the University community and the community at large of the commitment to institute measures to ensure that discrimination is not present within any of its employment policies or practices.
2. Assignment to the Director of Human Resources of responsibility for reviewing and scrutinizing all policies, practices and systems relevant to staff members, whether formal or informal, to ensure that they do not have and are unlikely to have, an unfavourable effect on the employment status of designated group employees, subject to any applicable collective agreement.
3. Assignment to the Vice-President (Academic) of responsibility for reviewing and scrutinizing all policies, practices and systems relevant to Faculty members, whether formal or informal, to ensure that they do not have and are unlikely to have, an unfavourable effect on the employment status of designated group employees, subject to any applicable collective agreement.
4. Assignment to Division Chairs and Department Directors and Managers of the University of responsibility for the implementation of the Policy within the areas of their authority to ensure that all policies, practices and systems, whether formal or informal, do not have and are unlikely to have an unfavourable effect on the employment status of designated group employees, subject to any applicable collective agreement.
5. The Administration agrees to eliminate or modify those policies, practices and systems, whether formal or informal, shown to have or likely to have, an unfavourable effect on the employment status of designated group employees, subject to any applicable collective agreement.
6. The Administration further agrees to work with the Bargaining Units to ensure that any such policies, practices and systems within collective agreements, whether formal or

informal, shown to have or likely to have an unfavourable effect on the employment status of designated group employees, are eliminated.

DEFINITIONS *

Employment Equity through Affirmative Action is achieved through a combination of measures taken to address each of its components. They are defined as:

- 1) ***EQUAL OPPORTUNITY:*** Employment Equity is partly achieved when equal opportunities are provided through the removal of discriminatory barriers to employment and promotion, including the elimination or modification of all practices and systems, not authorized by law, which cannot be shown to be bona fide occupational requirements.
- 2) ***AFFIRMATIVE ACTION:*** Employment Equity is further achieved when affirmative action measures are promoted to reverse the historic under-representation on faculty, staff, and administration of women, aboriginal peoples, visible minorities, and the disabled. Affirmative Action measures include the introduction of positive policies and practices and the establishment of internal goals and timetables towards the achievement of employment equity by increasing the recruitment, hiring, training, and promotion of these designated group members.