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## EDUCATIONAL AND EMPLOYMENT EQUITY

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AUTHORITY President  
PRIMARY CONTACT Vice-President (Administration)  
RELATED POLICIES

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### POLICY

As a comprehensive university serving a diverse community, the University of the Fraser Valley is committed to creating and maintaining an environment where all people are treated with dignity and respect and within which educational and employment equity can be realized. UFV, therefore, affirms its commitment, at all levels, to the principle that all people regardless of gender, sexual preference, race, ethnicity, religion or disability, have a right to equitable education and employment. UFV will seek to embody equity by the design of educational and employment practices which ensure that no one is denied opportunity for reasons unrelated to ability.

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### PROCEDURES/GUIDELINES

To achieve this, UFV will identify and remove any discriminatory barriers which prevent access to equitable education and employment. Special measures, which represent reasonable accommodation for diversity, will be implemented whenever needed in order to achieve the representation that is the heart of equity.

To achieve educational equity, UFV will endeavour to identify and remove barriers within the learning environment and the university at large that work to inhibit the educational goals of its students. UFV will explore the need for and implementation of special measures that represent reasonable accommodation. In addition, UFV will ensure that policies and programs recognize the validity of part-time students.

Consideration of qualifications and appropriate skills to fulfil job requirements will continue to be selection criteria for the hiring or advancement of employees at UFV. In the selection and advancement of employees, the employment equity programme will seek to enlarge the applicant pool from which candidates are selected and ensure fair interview and selection procedures are followed. In this and other ways, UFV seeks to achieve an employee profile which is representative both of the population from which it is drawn and the community it serves.

As a provincially mandated institute of higher education, UFV has a responsibility to set a positive example for the community it serves. Commitment to educational and employment equity is one way UFV can fulfil its responsibility for leadership in the community.

Reference: The Board policy on Development and Review of Administrative Policies (BRP-220.06) empowers the President to create and revise policies and procedures consistent with Policy Directions of the Board. This policy is guided by Board policy Direction Risk Management (BPD-220) and Human Resources Development and Management.