

**ST. CLAIR CATHOLIC DISTRICT SCHOOL BOARD
POLICIES AND PROCEDURES
SECTION D: STAFF AND VOLUNTEERS**

EQUAL OPPORTUNITY EMPLOYMENT	POLICY
EFFECTIVE: 2000 12 01 / 2008 02 27 / 2013 03 05 / 2019 06 18	

POLICY STATEMENT:

The St. Clair Catholic District School Board believes in the principle and practice of Equal Employment Opportunity for all persons regardless of sex, age, race, disability, ancestry, place of origin, colour, ethnic origin, sexual orientation, gender identity, receipt of public assistance, citizenship, creed, marital or family status or record of offences for which a pardon has been granted, according to the provisions of the Ontario Human Rights Code and the Employment Equity Act.

The Board's commitment to equal opportunity applies to all employment practices including recruitment, selection, advancement and other terms and conditions of employment respecting current and prospective employees. The Board's implementation of this commitment will be in accordance with the denominational rights conferred upon it under Section 93 of the British North American Act and guaranteed under Section 29 of the Canadian Constitution.

POLICY GOALS:

- 1) To acknowledge the inherent dignity and worth of every person and the right to employment without discrimination.
- 2) To support the objective of attracting and retaining a workforce that reflects the diversity of the population of Chatham-Kent and Sarnia-Lambton.