

University of Prince Edward Island Policy	Policy No. admhrdohs0003	Revision No. 0
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Responsibility Human Resources		Access W

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PROPOSED POLICY FOR GENDER EQUITY IN HIRING AND EMPLOYMENT

PREAMBLE

Employment Equity at UPEI is about ensuring gender equity in hiring and employment. It is neither about discriminating against anyone, nor about sacrificing quality. Only qualified persons are to be hired. Therefore, the issue is the implementation of demonstrably fair standards and procedures.

POLICY

This university, subject to the provisions of the Human Rights Act of Prince Edward Island, is committed to a policy of employment equity and to the implementation of procedures designed to address any gender imbalance in the make up of the faculty.

UPEI's long-term goal is to have a faculty that reflects gender balance, limited in practice by the pool of potential faculty members determined by the proportion of doctorates (or equivalent terminal degrees) awarded by discipline (or by sub-disciplines where appropriate) in Canada.

Acceptance of this policy means that, until such time as specific procedures have been designed for its implementation, the University will make special effort to recruit and hire qualified women in accordance with the principles noted in the preamble.

Passed by Senate as amended 4 December 1992

C.W.J.E.

Passed by Board of Governors, 11 January 1993