

Employee Hiring Policy

Bylaw Number	<i>BOH123</i>	Approved Date	<i>February 20, 2019</i>
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REVISION HISTORY

Reviewed		Amended:	
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Purpose

This policy has been adopted in accordance with *Ontario Public Health Standards: Requirements for Programs, Services and Accountability* to ensure that consistent and equitable hiring practices are established and applied by the Corporation.

The Corporation is committed to the development, implementation and maintenance of employment and promotion policies, practices and procedures that result in and sustain a workforce that, at all levels, reflects, understands and responds to a diverse population.

Scope

This policy applies to all recruitment, selection, hiring, training and development of the Corporation’s employees.

Regulation

The Corporation shall recruit and hire employees based on equitable hiring, employment and promotion practices. Systemic barriers to equitable recruitment, selection, hiring, training and development, career counselling, performance assessment and promotion shall be identified and eliminated.

Applicants for a posted job will be considered with respect to skill, ability, general aptitude, compatibility with the Corporation’s policies and procedures (including a commitment to equity and diversity), and any other factors that the hiring team determines are relevant.

There shall be equal employment opportunity provided for all individuals in relation without regard to:

- race;
- ancestry;
- place of origin;
- colour;
- ethnic origin;
- citizenship
- creed;
- sex;
- sexual orientation;

- gender identity;
- gender expression;
- age;
- record of offences;
- marital status;
- family status; and
- disability

Amendment

This policy shall be reviewed and approved by the Board every two years, and may be amended from time to time as the Board deems necessary.