

# NIPISSING-PARRY SOUND CATHOLIC DISTRICT SCHOOL BOARD

## EMPLOYMENT EQUITY AND EQUAL OPPORTUNITY

AG 22.0  
NPS 273-98

### **POLICY:**

IT SHALL BE THE POLICY OF THE NIPISSING-PARRY SOUND CATHOLIC DISTRICT SCHOOL BOARD to recognize the dignity of every human being, whether female or male. Within the protective provisions surrounding the denominational hiring rights of Roman Catholic Separate School Boards, the Board will do everything it can to ensure equitable representation of all groups throughout the workplace, including groups such as men, women, visible minorities, the disabled, and aboriginal peoples.

As a matter of social justice, the Board will make every effort to remedy significant under-representation and to prevent systemic discrimination. The Board recognizes that hiring, promotion, and training opportunities must be provided equitably within the Catholic community which it represents.

For the implementation of this policy hiring teams for positions of vice-principal and principal shall include trustees.

Such equal opportunity shall also be accorded to all students within our jurisdiction. Female and male students shall have equal access to all courses offered in our schools, within the limits of their capabilities and desires.

### **ADMINISTRATIVE PROCEDURES**

1. Administration shall work towards providing continued teacher in-service on P.A. days, through workshops and improving teacher qualifications.