



Subject:	Equity Hiring Policy
Date Passed by Council:	
Last Date Revised:	September 30, 2015
Expiration Date:	
Committee:	

Note: All terms will hold the same definition as outlined in the Dalhousie Student Union Constitution.

EQUITY POLICY

1. In the hiring of full- and part-time staff, the Union shall employ an equity hiring approach.
 - a. The Union shall include the following equity hiring statement in all postings for full- and part-time staff within the Union:

The Dalhousie Student Union welcomes the contributions that individuals from traditionally marginalized communities, as outlined under the prohibited grounds for discrimination in the Nova Scotia Human Rights Act, bring to our organization. These include racialized people; Indigenous people; women; lesbian, bisexual, gay, transgender and queer people; and people with disabilities. We encourage applicants to self-identify in their cover letter or application if they are a member of a marginalized community.
 - b. The Union will circulate job postings in a manner that aims to reach the broadest number of candidates. To achieve this, the Union will make reasonable attempts to circulate job postings to communities and organizations that represent and/or service marginalized populations. These may include, for example: the Black Student Advising Centre, South House, Transition Year Program, DalOut, Native Counselling Unit, and the International Centre.
 - c. As per the Human Rights Act, the Union has a duty to provide reasonable accommodation to employees who may face discrimination based on a protected characteristics as outlined in the Human Rights Act. The Union is committed to striving to review employment systems, policies, and practices to provide accommodations, as necessary.

