



POLICY

Equal Opportunity Employment	
Policy Number 130-005	Supersedes Policy Number 3-10
Effective Date 2008-10-20	Approved by Council (Meeting Date) 2008-10-20

1.0 Purpose

It is the policy of the Town of Wolfville to ensure a commitment to the principle of equal access to employment, remuneration, promotion, and training based on job-related factors such as performance, knowledge, ability, and experience.

2.0 Scope

This Policy is applicable to all employees of the Town of Wolfville.

3.0 References

- 3.1 Equal Opportunity Employment SOP 130-803

4.0 Definitions

- 4.1 **Discrimination:** can be direct or indirect; can target one person or a group of people; and includes discrimination on the basis of race, colour, ancestry, religion, creed, ethnic, national or aboriginal origin, gender, age, physical or mental disability, sexual orientation, marital status, family status, source of income, irrational fear of contracting disease, political belief, affiliation or activity, association with those having characteristics listed above, and any other described discrimination as contained in the Human Rights Act of the Province of Nova Scotia.

5.0 Policy

5.1 Specific Objectives

The objectives of this policy are to:

- a) ensure that the Town of Wolfville's staffing process and human resource management practices are applied in a fair and consistent manner to all employees and to all applicants seeking employment with the Town of Wolfville; and



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- b) provide a procedure through which employees and applicants can address incidents of alleged infringement to the *Equal Opportunities Employment Policy*.

5.2 Responsibilities

5.2.1 The Council will:

- a) review, amend, and adopt changes to the Equal Opportunity Employment Policy.

CAO

2015-12-15

Date