

Employment and Educational Equity

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The British Columbia Institute of Technology occupies a unique position in the educational and economic community in British Columbia. Recognizing its responsibility and accountability to this community, BCIT will seek to achieve an environment where all people are treated with dignity and respect and within which equity can be realized.

The British Columbia Institute of Technology, therefore, affirms its commitment, at all levels, to the principle that all people, regardless of gender, sexual orientation, race, colour, religion or disability, have a right to equal opportunity in employment and education. BCIT will seek to embody equity, by the design of employment and educational practices which ensure that no one is denied opportunity for reasons unrelated to ability.

BCIT will identify and remove any discriminatory barriers which prevent access to equal opportunity in employment and education. Special measures, which represent reasonable accommodation for diversity, will be implemented when and if needed, in order to achieve the representativeness that is at the heart of equity.

Consideration of qualifications and appropriate skill sets to fulfill job requirements will continue to be selection criteria for the hiring or advancement of employees at BCIT. The aim of employment equity practices is to enlarge the applicant pool from which candidates are selected. By hiring from an expanded applicant pool, BCIT seeks to achieve an employee profile which is representative of both the population from which it is drawn and the community it serves.

As a provincially mandated institute of higher education, BCIT has a duty to its constituents and must set a positive example for the community it serves. Commitment to an employment and educational equity policy is one way in which BCIT can seek to fulfil its mission and strengthen its leadership image.