

City of St. John's Corporate and Operational Policy Manual

Policy Title: Employment Equity	Policy #: 03-01-02
Last Revision Date: December 10, 2024	Policy Section: Recruitment
Policy Sponsor: Human Resources	

1. Policy Statement

The City of St. John's is committed to employment equity principles and building a workforce representative of our community. Our goal is to create an inclusive environment where all employees are able to fully participate and succeed at work. We recognize the value of committed employees who feel they are being treated in a fair and professional manner.

The City will identify and determine ways to remove existing employment and advancement barriers; and will take positive steps to attract and assist the integration of historically disadvantaged groups. Employment policies and decisions about hiring and promotion are based on merit, qualifications, performance, and operational needs, while also considering any relevant collective agreements and promoting workplace equity.

The City will support and promote the equitable participation of all employees and potential employees, including groups who have traditionally been under- represented or disadvantaged such as:

- Racialized groups/Visible minorities;
- Women;
- Persons with disabilities; and
- Indigenous persons

The City ensures that considerations and criteria concerning employment decisions are made in a non-discriminatory manner—without regard to any characteristic protected by applicable human rights legislation or any other factor determined to be unlawful.

2. Responsibilities

The Director of Human Resources shall be responsible for administering this Policy and ensuring the policy is applied throughout departments.

3. Approval

- Policy Sponsor: Human Resources
- Date of Approval from
 - Corporate Policy Committee:
 - Senior Executive Committee:
 - Committee of the Whole: December 3, 2024
- Date of Approval from Council: December 10, 2024