

## Thornhill United Church Policy (2020)

### Employment Equity

#### Introduction

Thornhill United Church (TUC) accepts and supports the United Church of Canada (UCC) Employment Equity Policy dated 2020. A copy of this document can be found on the website [www.united-church.ca](http://www.united-church.ca) and follow the path:

- Do a search for – ‘employment equity’
- Click on – ‘Accountability’
- Go to Downloads and select – ‘Employment Equity’

It is reproduced below, with adaptations for TUC marked with strikethrough and *italics*.

#### Purpose

TUC is committed to maintaining a fair and just workplace in the calling, appointment, development, and advancement of staff. As much as it is in its power to do so, the church will eliminate discriminatory employment barriers and practices and work to increase the participation of women, Indigenous people, people with disabilities, and members of visible minorities, in all occupational categories and at all levels of employment.

#### Policy

Women, Indigenous people, people with disabilities, and members of visible minorities are entitled to be considered for employment, hired, treated, trained, and promoted in a way that is free of barriers, including systemic and deliberate practices and policies that discriminate against them.

#### Procedures

1. Recruitment, employment, development, and promotion practices and policies shall be as free as possible from both systemic and deliberate barriers.
2. Positive measures for recruiting, employing, training, and promoting members of defined groups shall be implemented.
3. *Ministry and Personnel Committee* will report on its progress in employment equity regularly to *TUC Council*.
4. Job descriptions will list the requirements needed to perform the job satisfactorily. *The Ministry and Personnel Committee* will ensure that the competencies and qualifications are bona fide requirements and do not preclude specific groups.
5. Some staff positions require membership in The United Church of Canada. The *Ministry and Personnel Committee* shall ensure that extreme care is taken to justify this requirement before recruiting begins and will liaise with the regional Human Rights Commission as required.