

## Employment Equity Policy

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Adopted date: Apr 12, 2023	Amended date:	Next Review: 2028
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### OBJECTIVE

The objective of this policy is the achievement of equality in the Van Anda Improvement District (VAID) so that no person is denied employment opportunities for reasons unrelated to ability.

### DEFINITIONS

“Trustees” Members of the Board voted in at an AGM

“VAID” Van Anda Improvement District

### POLICY

It is the goal of VAID to provide quality services by hiring the person who is the best fit for the open position while ensuring that its obligations under the Employment Equity Act are met.

VAID is committed to a workplace free of discrimination that is supportive and respectful of employees with diverse backgrounds.

VAID acknowledges its responsibility to maintain employment equity, with consideration given to the historic under-representation in the employment of women, members of visible minorities and racialized groups, Indigenous peoples, persons with disabilities, 2SLGBTQ+ persons and other such groups designated by legislation or otherwise.

Employees and Trustees who have obligations for employment actions are expected to foster and endorse attitudes and behaviours that advance employment equity.

### RELATED DOCUMENTS

- Hiring Policy
- Discrimination Policy
- Employment Equity Act