

EMPLOYMENT EQUITY POLICY

Effective Date: October 7, 2025

Approval Authority: Vice-President, Services
and Sustainability

Supersedes /Amends: April 22, 2002

Policy Number: HR-8

PREAMBLE

Concordia University (the “University”) is committed to fostering an equitable and inclusive environment that reflects the diversity of its community and its city. The University encourages the participation and advancement of Designated Equity Groups (as defined below).

SCOPE

This Policy applies to all University employees.

PURPOSE

The purpose of this Policy is to establish the terms under which the University implements employment equity, in accordance with the [*Act Respecting Equal Access to Employment in Public Bodies, CQRL, chapter A-2.01*](#) (the “Act”), and any other relevant laws, as well as any other governing body such as the [*Commission des droits de la personne et des droits de la jeunesse*](#) and the applicable programs that they oversee.

The purpose of this Policy is also to communicate the University's values of equity and inclusion. Implementation of employment equity will be aligned with best practices and research in equity, diversity and inclusion.

DEFINITIONS

For the purposes of this Policy, the following definitions shall apply:

“Designated Equity Groups” mean groups historically discriminated against in employment, including:

- a) Women;
- b) Indigenous peoples, which refers to First Nations, Inuit and Métis people in Canada;

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- c) Racialized persons, which refers to persons who are members of visible minorities;
- d) Persons – other than Indigenous peoples – who are members of ethnic minorities and persons whose mother tongue is neither French nor English;
- e) Persons with disabilities refers to people who have a long-term, persistent or recurring physical, mental, sensory, psychiatric or learning impairment; and
- f) Persons belonging to sexual orientation and gender identity minority communities.

POLICY

1. The University is committed to actively promoting employment equity and a climate that is inclusive of Designated Equity Groups through education and information.
2. The University is actively identifying and addressing discriminatory barriers, including any policy and practice that interferes with employment opportunities.
3. Both current and prospective employees receive equitable treatment in hiring, training and promotion procedures.
4. When accommodation related to workplace accessibility is required for University employees and job applicants, the [Procedures on Accommodation Related to Workplace Accessibility for University Employees and Job Applications](#) apply.
5. Matters relating to employment equity within the University are supported by the [Equity Office](#) who advises the University on best practice relating to equity.
6. The [Equity Office](#) provides training to the community to raise awareness on equity matters and to foster an inclusive University environment, free of discriminatory actions. All employees of the University community are expected to engage in behaviour and attitudes and use appropriate language that contribute to this inclusive environment.

Policy Responsibility and Review

7. The overall responsibility for implementation and recommending amendments to this policy shall rest with the Vice-President, Services and Sustainability.