

Diversity and Employment Equity

Staff of the Non-Public Funds, Canadian Forces recognizes the value of having a diverse and skilled workforce and is committed to providing a workplace that is free of employment barriers and discrimination.

To achieve Diversity and Equity objectives, employees are given the opportunity to “self-identify”, or declare voluntarily, based on their understanding of the definitions, that they are a member of one or more of the designated groups.

During your first week of employment you will be **required** to complete the Employment Equity Self-Identification Form, whether or not you fall under a designated group. You may request to have the form in an alternate format, such as Braille, large print or audio cassette. Later on, if you wish, you may update or revise your profile by accessing the self-identification form at www.cfpsa.com/ee.

Our objective is to:

- Attract, retain and motivate a diversified work force of qualified employees that is inclusive of the four designated groups and representative of the Canadian labour market.
- Identify and eliminate barriers from employment systems, policies, procedures, practices, organizational attitudes and established behaviour patterns that may discourage or deny qualified workers of all backgrounds from employment opportunities, for reasons unrelated to ability.
- Develop and maintain a welcoming workplace with an organizational culture that fosters awareness and understanding of the value of workforce diversity and facilitates optimum employee participation and contribution.

The *Employment Equity Act's* purpose is to “achieve equality in the workplace so that no person shall be denied employment opportunities or benefits for reasons unrelated to ability and, in the fulfillment of that goal, to correct the conditions of disadvantage in employment experienced by women, aboriginal peoples, persons with disabilities and members of visible minorities by giving effect to the principle that employment equity means more than treating persons in the same way but also requires special measures and the accommodation of differences.” (1996 Employment Equity Act)

The duty to accommodate refers to the obligation of an employer to take measures to eliminate disadvantages to employees, prospective employees or clients that result from a rule, practice and physical barrier that has or may have an adverse impact on individuals or groups protected under the Canadian Human Rights Act (based on race, national or ethnic origin, colour, religion, sex, sexual orientation, marital status, family status and disability) or identified as a designated group under the Employment Equity Act (women, persons with disabilities, aboriginal peoples, members of visible minorities).