



## EMPLOYMENT EQUITY IN BRIEF:

### WHAT IS THE EMPLOYMENT EQUITY ACT?

The Employment Equity Act was passed in 1986 by the federal government in order to achieve equality in the workplace so that no person shall be denied employment opportunities or benefits for reasons unrelated to ability. The Act identifies four groups most likely to suffer from discrimination and who should be protected. The Act was also designed to correct the conditions of disadvantage in employment experienced by some people.

### WHAT ARE THE OLD PORT OF MONTREAL CORPORATION'S COMMITMENTS UNDER THE EMPLOYMENT EQUITY ACT?

The Old Port of Montréal Corporation (the Corporation) complies with the *Employment Equity Act*. It recognizes and appreciates the added value of a team from diverse backgrounds. The Corporation has also established and maintains an effective system of job discrimination prevention.

The Corporation strives in this way to create and maintain a workplace that is accessible, inclusive and non-discriminatory. To this end, it tries to ensure that all policies, practices and procedures are free from discriminatory obstacles. Moreover, it responds promptly, confidentially and efficiently to individual accommodation requests in the workplace.

### WHO ARE MEMBERS OF THE FOUR DESIGNATED GROUPS UNDER THE ACT?

Employment equity covers four designated groups, one of which is **WOMEN**. The three other groups are defined as follows:

- > **PERSONS WITH DISABILITIES:** People who have a long-term or recurring impairment who consider themselves to be disadvantaged in employment or

who believe that their employer will consider them to be disadvantaged because of the impairment. This definition also includes people whose functional limitations due to their impairment have been accommodated in their current job and/or workplace.

Here are a few examples of situations that persons with disabilities might encounter. (Note that this is not a comprehensive list, nor are these legal definitions.):

- Difficulty using hands or arms. For example, to pick up or use a stapler, or to use a keyboard;
- Difficulty in moving from one room to another in ascending or descending stairs, etc.;
- Blindness or visual impairment (unless glasses or contact lenses are worn);
- Deafness or hearing impairment;
- Inability to speak or difficulty making oneself understood;
- Difficulty driving a non-adapted vehicle.

- > **ABORIGINAL PEOPLES:** People of North American Indian, Inuit or Métis descent.

- > **VISIBLE MINORITIES:** People, other than aboriginal peoples, who are non-Caucasian in race or non-white in colour. These are people with at least one parent from the following groups, or who are of mixed origin: Arab, African, Haitian, Jamaican, Western Asian, Latin American, etc.

THE CORPORATION HAS AN EMPLOYMENT EQUITY PROGRAM AND INVITES MEMBERS OF DESIGNATED GROUPS TO SUBMIT JOB APPLICATIONS.