

Equal Access to Employment form

within the context of the [Act respecting equal access to employment in public bodies](#)

IDENTIFICATION

Date:			
Last name:		First name:	
Position applied for:			
Competition number:			

EQUAL EMPLOYMENT OPPORTUNITY

École de technologie supérieure adheres to an equal employment opportunity program, and encourages applications from women, Aboriginal persons, visible and ethnic minorities and persons with disabilities.

This program is in compliance with the Quebec Charter of Human Rights and Freedoms, and was adopted within the context of the Act respecting equal access to employment in public bodies. **The Act respecting equal access to employment in public bodies entered into effect on April 1, 2001, and is intended to promote the equitable representation of groups that frequently experience discrimination in connection with employment.** The Act requires public bodies to determine whether members belonging to the target groups are adequately represented among their employees, and to implement an equal employment opportunity program for the purpose of increasing their representation within the public body and correcting their employment policies and practices, as applicable.

The objective of the following questions is to identify persons who are members of these groups and who wish to submit an application. *Any information that is collected within the context of this identification process will only be used for the purposes of applying the Act. It will remain strictly confidential, and will only be accessible by those who are responsible for applying the equal employment opportunity program.*

Women and persons with disabilities may belong to more than one target group (e.g.: woman AND visible minority or person with a disability AND Aboriginal person). However, the definitions of Aboriginal persons, visible minorities and ethnic minorities are mutually exclusive, which means that a single person can only identify as belonging to one of these three groups (e.g.: a person cannot be a member of both a visible minority AND an ethnic minority). Finally, persons who are not members of any of these groups must indicate this fact by replying "NO" to the question corresponding to each group.

CONFIDENTIAL WHEN COMPLETED

GENDER	Female	<input type="checkbox"/>	Male	<input type="checkbox"/>	
ABORIGINAL PERSONS	<i>Definition: Indians, Inuits and Metis of Canada</i> BASED ON THIS DEFINITION, ARE YOU A MEMBER OF THE ABORIGINAL PEOPLES OF CANADA?			Yes	<input type="checkbox"/>
				No	<input type="checkbox"/>
VISIBLE MINORITIES	<i>Definition: Those persons other than aboriginals who are not white.</i> BASED ON THIS DEFINITION, ARE YOU A MEMBER OF A VISIBLE MINORITY?			Yes	<input type="checkbox"/>
				No	<input type="checkbox"/>
ETHNIC MINORITIES	<i>Definition: Those persons other than aboriginals and visible minorities whose mother tongue is not English nor French.</i> BASED ON THIS DEFINITION, ARE YOU A MEMBER OF AN ETHNIC MINORITY?			Yes	<input type="checkbox"/>
				No	<input type="checkbox"/>
PERSONS WITH DISABILITIES	<i>Definition: Means a person with a deficiency causing a significant and persistent disability, who is liable to encounter barriers in performing everyday activities.</i> BASED ON THIS DEFINITION, ARE YOU A PERSON WITH A DISABILITY?			Yes	<input type="checkbox"/>
				No	<input type="checkbox"/>

IMPORTANT

To send this document, you must first save it, and then send it by e-mail along with your curriculum vitae.