

Policy Title: Equal Opportunities Policy

Approved by: Campus Director

Executive(s) Responsible: People & Culture Manager

Administrator(s) Responsible: All college staff

Revision Date: N/A

Effective Date: April 13, 2023

Next Review Date: December 31, 2026

Institution Number: 4119

Background & Scope

It is the policy of the Canadian College of Technology and Business (CCTB) to recognize the valuable and enriching contribution which people with a range of backgrounds and experiences can bring to the life and development of the institution. CCTB aims, in its teaching, administration and support services, to actively promote equality and freedom from discrimination on grounds of age, disability, ethnic or national origin, faith, marital status, nationality, race, religion, sex, or sexual orientation. This commitment applies equally to staff, students, partners, and all CCTB activities.

This policy applies to all students, faculty, and administration of CCTB. It applies equally to students, staff, and to education and employment activities, within the boundaries known as CCTB.

Purpose of the Policy

This policy outlines the key principles and values adopted by CCTB, which in turn steer the strategies, action plans, and developments that are identified to promote and measure equality for staff and learners.

Policy Statement

1. Key Principles

CCTB aims to ensure that students and staff feel respected, and that difference is valued. CCTB acknowledges the importance of difference and actively seeks to eradicate discrimination, racism, and stereotypical beliefs. CCTB believes that all forms of inequality, prejudice, oppression, and discrimination are unacceptable.

CCTB embraces diversity and aims to employ a workforce which reflects the community it serves. CCTB aims to promote equality throughout all of its activities and will work in partnership with others to ensure that the key principles are adopted by all students and staff. In particular, equality is fundamental to:

- Access to learning and employment;
- Staff recruitment, selection, development, and promotion;
- Marketing, publicity, and relationships within the community;
- Community and employer needs;
- Monitoring, Reviewing, and Planning; and
- The promotion of equal opportunities.

Related Legislation

- Private Training Act
- BC Human Rights Code

Related Policies

Policy Name	Policy Number
Respectful and Fair Treatment of Students Policy	

Document History

Date	Approval/Review/Key Change(s)