

Hiring Policy

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POLICY STATEMENT

The Pickering Public Library will ensure that the most suitable candidate is selected for a position in compliance with all legislation, including the Ontario Human Rights Code, as well as contractual obligations, and related prevailing policies and procedures. All competitions are based on merit, fairness and consistency and a candidate’s ability to perform the job effectively in the new position.

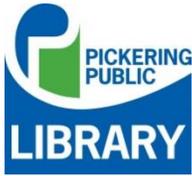
POLICY PRINCIPLES

1. Hiring relatives

A person known to be a relative of a current employee of the Board, or of a current Board member, shall not be eligible for hiring. A relative shall be defined as:

spouse (as defined by the Family Law Act), child (including foster or stepchildren), mother or father, brother or sister, grandparent, grandchild, mother-in-law or father-in-law, brother-in-law or sister-in-law, son-in-law, daughter-in-law, niece or nephew, aunt or uncle, or relative living with an employee.

Pickering Public Library places staff at various locations for optimum public service, and therefore cannot ensure that relatives will not be in a supervisory relationship.



2. Diversity in Hiring

The Library believes in recruiting and retaining a qualified workforce that reflects our community. We value a diverse workforce and are committed to hiring practices that are fair and equitable. Diversity is directly linked to workplace excellence, creativity and innovation which are fundamental principles for the Pickering Public Library.

By reflecting the community we serve, with its diverse cultures, perspectives, abilities and languages, the Library can continue to provide exceptional public service to all of our residents ensuring that the Board's primary Ends are achieved. Towards this end, the Library will engage in proactive recruitment efforts that focus on increasing diversity.