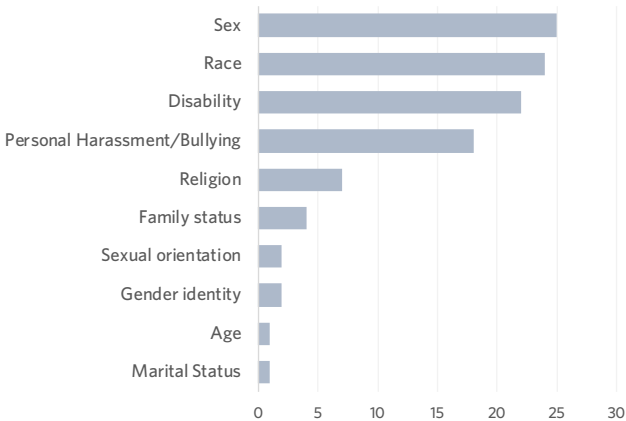
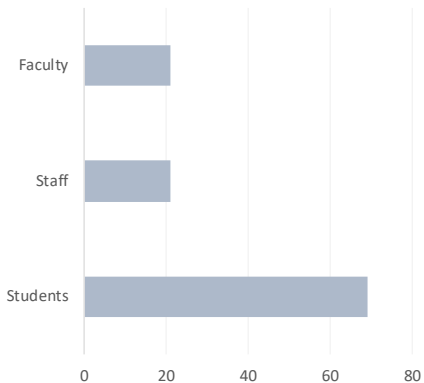


# BY THE NUMBERS

Number of complaints by grounds



Number of complaints by group



# COMPLIANCE

At UBC, we are committed to improving employment equity and protecting the human rights of students, faculty and staff across its campuses and work sites.

These areas of focus are integrated into the University’s broader commitment to excellence and mutual respect.

As part of these efforts, we continue to evaluate and report on universities compliance with the Federal Contractors Program (FCP). The program requires that employers of a certain size develop an employment equity plan in order to receive Federal government funding.

The office tracks and reports on headcount and proportion of employees in each Occupational Group and Designated Group. “Occupational Group” refers to Employment Equity Occupational Group (EEOG), which combines jobs that are similar in level or type

“Designated Group” includes the four groups designated by legislation - Women, Aboriginal Peoples, Visible Minorities, and Persons with Disabilities - as well as a 5th category that UBC has chosen to designate, Sexual/Gender Diversity. UBC’s internal data is compared to the prior year as well as to external Census-Canada data.

In 2017-2018, the Equity & Inclusion Office will be conducting an Employment Systems Review that will form the basis of an updated Employment Equity Plan. Strategies to address the under-representation of Persons with Disabilities, Visible Minorities in some employment categories and Aboriginal Persons.

The following summaries are excerpts from the Equity Employment Report 2016-2017 and provide an overview of equity data at UBC.