

INFORMATION SHEET

What is employment equity?

- A **comprehensive plan or process** to compensate for employment disadvantages experienced by some groups, among them women, people with disabilities, visible minorities, Aboriginal people and older workers.
- The **elimination of barriers** to the employment and promotion of members of these groups.
- The **steps taken to accommodate** members of disadvantaged groups and to give them equal opportunity in the workplace.

The goal of employment equity

- Creation of a level playing field in the workplace and equal opportunity for everyone in society.
- Reduction or removal of barriers in the workplace that accidentally or intentionally prevent some people from getting a job or a promotion.
- Assist all sectors of the Alberta economy, through employment equity, to remain competitive in an increasingly diverse global marketplace.


Equal and fair treatment

Employment equity is not only about fairness and levelling the playing field. It also helps attract and keep excellent employees who may otherwise be overlooked or avoided.

Equal treatment is not always the same as fair treatment. For example, a blind computer operator could not normally compete with other, sighted operators. However, the blind operator could display his/her skills, abilities and potential if supplied with a voice-operated computer or a Braille keyboard.

Employment equity encourages employers to take advantage of the talents, skills and innovation that a more diverse workforce can offer.

Supporting employment equity

Through provision of consulting and education services, the Alberta Human Rights and Citizenship Commission supports the development and creation of employment equity policies and programs. 

Contact the Commission

For more information, please contact the **Alberta Human Rights and Citizenship Commission**. We are an independent commission of the Government of Alberta. Our mandate is to foster equality and reduce discrimination. We provide public information and education programs, and help Albertans resolve human rights complaints.

Northern Regional Office

800 Standard Life Centre

10405 Jasper Avenue

Edmonton, Alberta T5J 4R7

(780) 427-7661 Confidential Inquiry Line

(780) 427-6013 Fax

Southern Regional Office

Suite 310, 525 – 11 Avenue SW

Calgary, Alberta T2R 0C9

(403) 297-6571 Confidential Inquiry Line

(403) 297-6567 Fax

To call toll-free within Alberta, dial 310-0000 and then enter the area code and phone number.

For province-wide free access from a cellular phone, enter *310 (for Rogers-AT&T) or #310 (for Telus).

TTY service for persons who are deaf or hard of hearing

(780) 427-1597 Edmonton

(403) 297-5639 Calgary

1-800-232-7215 Toll-free within Alberta

E-mail humanrights@gov.ab.ca

Web site www.albertahumanrights.ab.ca

Please note: A complaint must be made to the Alberta Human Rights and Citizenship Commission within one year after the alleged incident.

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