

Joint Committee for the Administration of the 16th Collective Agreement

Memorandum of Agreement

January 26, 2023

Minor Alteration to Article 43:34 (b)

Without prejudice or precedent, the Parties agree to the following minor modification of Article 43:34(b) for the life of the agreement. The following replaces the existing language:

43:34

(b) All Advertisements shall include the following statement: “The University invites applications from all qualified individuals; however, Canadians and permanent residents shall be given priority. The University encourages applications from Indigenous people; African Canadians; African Nova Scotians; persons with disabilities; visible minorities; women; persons of any minority sexuality, gender identity or gender expression; and all intersections of these identities. Acadia embraces the principles of equity, diversity, and inclusion as fundamental in creating an expansive academic environment and champions diverse knowledge systems as pillars of academic excellence.”

All applicants shall be required to submit an online self-identification form (Article 3.61(i)). These forms shall be processed by Human Resources. Information provided on these forms shall be held in confidence and may only be used for employment equity purposes as agreed in Article 43.35(b) and 43.35(d)(ii). Self-identification data collected for a given employment competition shall be destroyed after all requirements to preserve documentation for that competition have expired. Only candidates who have submitted a self-identification form can be considered as members of designated groups as described in Article 3.20. The form shall include the option to not self-identify, but candidates must submit the form with their applications.

Paul Abela

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