

Originally sent via email. March 5, 2021 (reformatted for PDF)

Good morning,

Thank you for your letter dated January 29<sup>th</sup>, in which you raise the possibility of the City having hurdles to access to employment by applicants of colour. Additionally, you inquire about the existence of the opportunity to self-identify as a visible minority.

The City complies with the provisions of the Human Rights Code of BC, and our hiring practices reflect the requirements and objectives of the Code. Consistent with those objectives and the specific prohibition not to discriminate on various identified bases including colour, race and place of origin, the City does not inquire about those factors, nor does the City maintain records regarding applicants' or employees' ethnic origins, colour, race or other protected factors. Similarly, we do not inquire about any other factor irrelevant to the performance of the duties of the position being filled, such as gender, sexual orientation or religion.

Given the foregoing, we confirm that our expectation is that every hiring decision will be based on the requirements of the position, the qualifications of the candidate and any other requirements applicable to the vacancy, including the provisions of any collective agreement between the City and the relevant union.

Regards,



**RAE-ANN EMERY**

Director, Human Resources & Corporate Safety

[Rae-Ann.Emery@princegeorge.ca](mailto:Rae-Ann.Emery@princegeorge.ca)

1100 Patricia Blvd, Prince George, BC, Canada V2L 3V9

P: 250.561-7692 F: 250.561-7719