

EQUAL ACCESS TO EMPLOYMENT

IDENTIFICATION QUESTIONNAIRE

Act respecting equal access to employment in public bodies

CONFIDENTIAL WHEN COMPLETED

The Université de Montréal upholds the principles of employment equity to ensure that the following five groups are adequately represented among its teaching staff: women, members of visible minorities and ethnic minorities, aboriginals and people with disabilities. In compliance with the legislative provisions of the *Act respecting equal access to employment in public bodies* and the Federal Contractors Program (FCP), the University has adopted an employment equity program with measures that promote recruitment, hiring, induction and integration of employees covered by Québec and Canadian legislation.

Individuals who belong to one of the five designated groups in the Act are asked to complete the following questionnaire. The Université de Montréal assures applicants that the information provided in this questionnaire will remain strictly confidential and will only be made available to the people involved in the recruiting and appointment process.

Please note that only women and people with disabilities can belong to more than one designated group. Aboriginals, members of visible minorities and members of ethnic minorities can only be identified with one group.

Important: Please attach the completed questionnaire to your application.

IDENTIFICATION	
Family Name: _____	Given Name(s): _____
Position applied for: _____	Date: _____
Department / School: _____	Faculty: _____
GENDER	<input type="checkbox"/> Female <input type="checkbox"/> Male

ABORIGINALS	
For the purposes of equal access to employment, Aboriginal peoples are deemed to be North American Indians, Inuit or Métis.	
According to this definition, are you an Aboriginal person?	<input type="checkbox"/> Yes <input type="checkbox"/> No

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VISIBLE MINORITIES

Members of visible minorities are people other than Aboriginals who are not white by race or colour. Examples include people who are from, or whose ancestors are from, Africa, Haiti, China, Arabia, Latin America, etc.

Are you a member of a visible minority? Yes No

ETHNIC MINORITIES

Members of ethnic minorities are people other than Aboriginals and members of visible minorities whose mother tongue is neither French nor English. A "mother tongue" is the first language learned and still understood. Examples include people who are from, or whose ancestors are from, Germany, Greece, Italy, Hungary, Russia, etc.

Are you a member of an ethnic minority? Yes No

HANDICAPPED PERSONS

According to the *Act to secure handicapped persons in the exercise of their rights with a view to achieving social, school and workplace integration (R.S.Q., c. E-20.1, a. 1)* a "handicapped person" is:

"...a person with a deficiency causing a significant and persistent disability, who is liable to encounter barriers in performing everyday activities."

More explicitly, a handicapped person is a person who has:

- a **deficiency** (loss, deformity or impairment of an organ or structure, from birth or acquired during the person's lifetime)
- a **disability** (a reduced ability to function intellectually, psychologically, physically or anatomically in a manner or within limits considered normal).

This disability must be:

- **significant** (severe enough that normal ability cannot be restored by the use of a prosthesis, such as eyeglasses, contact lenses, a hearing aid, orthotics such as insoles, or orthopedic footwear)
- and **persistent** (that is not likely to disappear).

In addition, this person is liable to encounter **barriers in performing everyday activities**.

Here are some examples of functional limitations that handicapped people may have in everyday activities or, more specifically, during employment:

- difficulty moving from one room to another, going up or down stairs, etc.
- inability to hear or difficulty hearing
- inability to see or difficulty seeing, other than wearing eyeglasses or contact lenses
- inability to speak or difficulty speaking and making oneself understood
- difficulty driving a vehicle that has not been adapted
- mental problems or learning difficulties, etc.

In light of these specifications, do you consider yourself to be a handicapped person? Yes No