

**THE WELLINGTON CATHOLIC DISTRICT SCHOOL BOARD**

**SECTION: Foundations and Basic Commitments**

**SUBSECTION: The Dignity of Person**

**POLICY: Affirmative Action For Women**

**CODE: P.FBC.B.1**

**Whereas:**

The Wellington Catholic District School Board believes that all staff members should have equal access to opportunities to develop, to their fullest potential, their personal and professional abilities.

**Whereas:**

The Board has an obligation to ensure that all staff members have equal access to opportunities for promotion.

**Whereas:**

Attitudes and behaviour of all members of the educational community can have significant influence on the willingness and ability of staff members to seek advancement.

**Therefore:**

The Wellington Catholic District School Board directs that a plan of affirmative action for women be developed and implemented which will:

- a) raise the level of awareness of all members of the educational system of the need for attitudes and behaviour which will encourage staff members to work towards their fullest potential.
- b) analyze existing procedures for professional development and promotion to ensure that reasonable encouragement and assistance is available to all staff members.
- c) examine the issues identified in the Position Paper on Affirmative Action approved by the Board on January 20, 1986 and prepare recommendations for the Board.