



# Pattison Media

## **PATTISON MEDIA LTD. NEW APPLICANT SELF IDENTIFICATION QUESTIONNAIRE**

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As stated in Bill C-64, "The purpose of the Employment Equity Act is to achieve equality in the workplace so that no person shall be denied employment opportunities or benefits for reasons unrelated to ability, and in fulfillment of that goal, to correct the conditions of disadvantage in employment experienced by women, aboriginal peoples, persons with disabilities and members of visible minorities by giving effect to the principal that employment equity means more than treating persons in the same way but also requires special measures and the accommodation of differences."

The Employment Equity Act applies to all Federally Regulated companies, employing more than 100 people. Pattison Media Ltd. recognizes that the diversity of its employees' population contributes to its strength and integrity. We are committed to achieving employment equity and developing a highly capable workforce that is representative of Canadian Society. To assist us to provide accurate reports we ask you to complete this CONFIDENTIAL questionnaire.

The information you provide will primarily be used to compile statistical reports, however in support of achieving a diversified workforce and our employment equity goals, selection may be limited to candidates self-identifying as belonging to one of the recognized Employment Equity groups: Indigenous peoples, Persons with a Disability, Visible Minorities and Women.

This response is voluntary; however we encourage all applicants to complete this questionnaire and return it along with your application:

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Name: \_\_\_\_\_ Date: \_\_\_\_\_

Position Applied for: \_\_\_\_\_

**Please check the appropriate box for the following questions:**

(Please note that a person may be a member of more than one designated group.)

**1. GENDER**

female

male

Choose not to answer

**2. INDIGENOUS PEOPLES**

Indigenous peoples are persons who are North American Indians (status or non-status), Inuit, or Metis. Using this definition, do you identify yourself as a North American Aboriginal person?

yes

no

Choose not to answer

### 3. PERSONS WITH DISABILITIES

Persons with disabilities are those who have a long-term or recurring physical, mental psychiatric, sensory or learning impairment and who consider themselves to be disadvantaged in employment by reason of that impairment or believe that an employer is likely to consider them to be disadvantaged in employment by reason of that impairment. This includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.

#### **YOU ARE NOT ASKED TO INDICATE A SPECIFIC DISABILITY.**

Listed below are some examples:

- Impairment of coordination or dexterity, mobility (e.g. use of a wheelchair, amputation, back problems), speech, vision (partial or complete blindness) or hearing (hard of hearing or deaf)
- Non-visible impairment (e.g. epilepsy, diabetes, haemophilia, psychiatric or emotional condition, controlled alcohol or drug dependency)

Using the above definition, do you consider yourself as having a disability?

yes

no

Choose not to answer

If you have identified yourself as a person with a disability, do you require any special accommodations for the interviewing process?

yes

no

If yes, applicants selected for an interview will be contacted by a manager prior to the interview to arrange the necessary accommodations.

### 4. MEMBERS OF VISIBLE MINORITY GROUPS

Members of visible minority groups are persons who are non-Caucasian in race or non-white in colour. Please note that visible minority is determined by race or colour and not by place of birth or nationality. Using the above definition, do you consider yourself a member of a visible minority group?

yes

no

Choose not to answer

**Note: This form is available in alternate format.**