

3.0 Definitions

The following definitions apply to terms as they are used in this Policy:

- 3.01 **2SLGBTQ+ Persons:** refers to persons who identify as two-spirit, lesbian, gay, bisexual, transgender, queer or questioning, and other gender and sexual minorities.
- 3.02 **Disabled Persons:** refers to persons with disabilities and reflects the social model of disability which holds that people are disabled by attitudinal and environmental barriers that hinder their full and effective participation in society on an equal basis with others.¹
- 3.03 **Employment Equity Advisory Committee (EEAC):** a committee co-chaired by the AVPHR and the Human Rights and Diversity Officer (HRDO) with representation from members of Equity-Deserving Groups, various bargaining units, and excluded employees. Its

5.0 Policy Elements

