SELF-IDENTIFICATION QUESTIONNAIRE

GENERAL INFORMATION

CONTEXT
UQAT is committed to maintaining an environment of study, work and life where each person is welcomed, included and treated fairly and equitably. We are also subject to the Act respecting equal access to employment in public bodies, (LAÉE), which aims to correct the situation of people belonging to certain groups that are victim of discrimination in employment. As an employer, we therefore have the obligation and will to collect specific information for the implementation of our Equal Employment Program (EAP). This data will also allow us to assess the success of the actions deployed by ensuring the continuous improvement of our EDI practices. For this purpose, we encourage each member of our community as well as anyone wishing to integrate our staff to complete this self-identification form.

UQAT therefore encourages each member of its community as well as anyone wishing to integrate our staff to complete this self-identification form. In doing so, you will actively support our efforts to combat employment discrimination and exclusion.

For more information, please consult the self-identification section on the EDI page of the UQAT website. You will learn more about the equity programs to which UQAT subscribes, the definition of target groups, data security, etc.

PRELIMINARY DETAILS

- All responses are voluntary. For each question, there is an option "I prefer not to answer".
- Self-identification: only the person concerned is entitled to respond and the answers will not be changed without their permission.
- At any time, you will be able to modify your answers, either during or after completing the questionnaire.
- The questions and definitions used in this questionnaire are primarily based on the Equal Access to Employment Act and the current standards used by Statistics Canada in the census.
- The collected information is strictly confidential and will be known only to the Equity, Diversity and Inclusion Officer and those responsible for the application of the Equal Employment Opportunity Program for the purpose of optimizing practices and processes with respect to the EDI.
- The terminology and approach used in the questions are intended to strike a balance between inclusion, privacy and information reporting.
- The institution recognizes that for some identities, preferred terminology is not universally accepted and continues to evolve. All comments are welcome.

ACCOMMODATION MEASURES

- All sections of the questionnaire are available in other formats (e.g. paper format or large font). To make a request, send an email to: ress.humaines@uqat.ca or contact us at 819-762-0971 ext. 2321.

IDENTIFICATION	
Last Name:	First Name:
Application No. (if applicable):	Date:
Job Title:	

SECTION 1: EQUAL EMPLOYMENT OPPORTUNITY PROGRAM*
*Designated groups and their definitions are defined by the provincial government as part of the application of the EAA and cannot be changed by the institutions subject to them.

I IDENTIFY MYSELF AS*:
☐ Female
☐ Male
☐ I prefer not to answer

*Under provincial employment equity requirements, women are part of the designated groups. This category does not refer to the sex assigned at birth, but to the identification of a person with the female group.

I IDENTIFY MYSELF AS:	
☐ Person with disabilities	An individual: • with a **disability** that results in a significant and persistent **difficulty** • who is prone to encounter obstacles in the performance **of routine activities.** This includes a person: • with autism spectrum disorder • having a mental health disorder that results in a significant and persistent disability • whose disability is episodic or cyclical.

I IDENTIFY MYSELF AS BELONGING TO ONE OF THE FOLLOWING THREE GROUPS: *You can choose only one of these groups*	
☐ Indigenous Peoples	• Member of a First Nation • Métis of Canada • Inuit
☐ Visible minorities	• Non-Indigenous persons • Who identify as a visible minority because of their "race" or skin colour
☐ Ethnic minorities	• Persons who do not identify as a visible minority or Indigenous person • Whose mother's first language is neither French or English.

SECTION 2-3: SEXUAL AND GENDER DIVERSITY -VOLUNTARY PARTICIPATION

This section is reserved for UQAT staff only, including new hires

REDCAP SURVEY
As the next self-identification questions are not the responsibility of the Equal Employment Opportunity Program (EAP), they cannot be integrated into Symbiose. The answers will therefore be collected and processed in the version of **Redcap** hosted by UQAT, and this, in complete confidentiality. **Click here to access sections 2 and 3 of the self-identification form.**

Thank you for completing the form!