



## SELF-IDENTIFICATION QUESTIONNAIRE

Thank you for your interest in joining GEMTEC Consulting Engineers and Scientists Limited (GEMTEC). GEMTEC believes that all employees should be treated fairly, and is committed to employment equity in the workplace. GEMTEC encourages applications from women, Aboriginal peoples, visible minorities, and persons with disabilities.

We invite you to complete the below questionnaire as part of your application package. All responses are confidential and the information collected will be used to inform GEMTEC's commitment to Employment Equity. We assure you that our workplace is a safe environment in which to self-identify and communicate requests for accommodations you may need in order to fulfil your work-related duties to the best of your ability.

**This questionnaire is available in other formats upon request. You may self-identify in more than one category. You may decline to answer any or all of the questions.**

A. Name: \_\_\_\_\_

Title of position applied for: \_\_\_\_\_

### B. Gender

**Do you self-identify as a woman?**

Yes       No       Prefer not to respond

### C. Aboriginal Peoples

For the purposes of this form, an Aboriginal person is a person who is a North American Indian, Inuit, Métis, or a member of a North American First Nation.

**Are you an Aboriginal person?**

Yes       No       Prefer not to respond

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### D. Visible Minorities

For the purposes of this form, members of a visible minority are people in Canada (other than Aboriginal peoples) who are non-white in colour or non-Caucasian in race, regardless of their place of birth or citizenship.

**Are you a member of a visible minority?**

Yes       No       Prefer not to respond

### E. Persons with Disabilities

For the purposes of this form, persons with disabilities are persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who consider themselves to be at a disadvantage in employment by reason of that impairment, or who believe that an employer or potential employer is likely to consider them to be at a disadvantage in employment because of that impairment.

**Are you a person with a disability?**

Yes       No       Prefer not to respond

### F. Additional Data for Accommodation Purposes

Please specify how we can accommodate you to help you participate fully in the workplace. Note that if we implement these accommodation measures, they will not have a negative impact on your hiring, training, promotion and retention in our organization.

***Thank you for your participation!***

Should you choose to complete this Self-Identification Questionnaire, please return the completed questionnaire to our confidential email address: [hr@gemtec.ca](mailto:hr@gemtec.ca)