

City Of Kenora Minimum Standards



Section	Date	Bylaw Number	Page	Of
Human Resources	September 20, 2023	111-2023	1	1
Subsection	Repeals By-Law Number		Policy Number	
General	N/A		HR-2-11	

Purpose

To establish minimum education requirements for all City positions.

Policy Statement

The City of Kenora strives to remove barriers to accessing employment, by ensuring that the minimum standards established for each position are reviewed and updated to reflect the knowledge, skills and abilities are appropriate, required, and necessary for the safe, efficient, and reliable operation of the business. Minimum standards are reviewed to ensure they:

- Respect human rights and upholds the principles of diversity, equity, and justice.
- Increase the success rate of designated groups in appointments, promotions, and retention.
- Support a healthy working environment that values and respects diversity.
- Meet the legal or legislative requirements as defined by the governing legislation, regulation, and/or professional standards.

The City of Kenora recognizes that employment barriers constitute systemic discrimination when they result in disadvantaging an individual or group with characteristics protected by The Ontario Human Rights Code.

Removing employment barriers improves the City of Kenora's ability to provide services to citizens by ensuring the workplace has the necessary qualifications and experience, required to perform the work, and to further build a workplace that is reflective of the citizens we serve.