

COMMITMENT TO PAY EQUITY

At Coquitlam College, we encourage our employees to strive to pursue and achieve the highest standards of performance for their students, their colleagues, and themselves. Our policy is to employ, retain, promote, and otherwise treat all employees based on merit, qualifications, and competence, regardless of an employee's gender identity and/or expression, race and/or ethnicity, biological sex, and/or any other characteristic protected under the [BC Human Rights Code](#). Fair and equitable pay is integral to our commitment to our employees, and our Senior Administrators & Board of Governors strongly support this commitment.

Salary ranges are determined by critical analysis of salary data from institutions that are comparable to Coquitlam College, and salary data of roles of similar scope and complexity. Individual pay decisions are based on factors such as job performance, experience, education, and seniority. The design of our compensation programs aims to minimize disparate treatment based on characteristics protected under the [BC Human Rights Code](#) by determining appropriate salary ranges before an incumbent begins a new role, and by measuring all candidates against a consistent set of criteria to prevent bias (i.e. measuring all work experience equally, with no preference for experience obtained within Canada).

We annually review hiring, promotion, and salary decisions for our employee population. We review pay for internal equity and to ensure our compensation structure remains competitive. If any differences in pay for equal work are identified, we work to research those differences and act to correct them as appropriate.

Employees are encouraged to share any pay equity concerns with their direct supervisor or the College President. Coquitlam College has a non-retaliation policy for raising any workplace concerns, including concerns regarding salary.

Related Documents

[3.1.4 Prevention of Bullying and Harassment](#)

[Coquitlam College Statement of Ethical Business Practice](#)

[BC Human Rights Code](#)

[Pay Transparency in BC](#)

[Pay Transparency Act](#)