

Using **objective criteria** helps employers avoid making decisions based on subjective considerations such as whether the person exhibits “confidence” or is viewed as “suitable”. Employers who rely on these kinds of subjective assessments are **vulnerable to claims of discrimination**. Further, hiring decisions based on informal processes are more likely to lead to biased decision-making. For example, conducting an interview by chatting with the candidate to see if they share similar interests and

program: (a) is aimed at improving equity for individuals or groups who are disadvantaged because of race, colour, ancestry, place of origin, physical or mental disability, sex, sexual orientation, or gender identity or expression; and (b) achieves or is reasonably likely to achieve that objective. These programs are referred to as “special programs”.

If a special program has been approved by the employer and/or the Human Rights Commissioner, it would not be discrimination for the employer to publish a job posting that targets candidates with a certain protected characteristic, to ask candidates whether they possess that protected characteristic, or to refuse to employ candidates because they do not possess that protected characteristic.

If you have any questions or concerns about discrimination in the hiring process, the Human Rights Office provides confidential and impartial advice, support, referrals, and information to students, faculty, and staff on all issues related to human rights. [Contact us](#) or visit our [Get Help](#) page for additional resources.