

## Recruitment, Selection & Orientation

Recruitment and Selection refers to the process of attracting, screening, and selecting qualified people for a position while incorporating employment equity principles and practices. The purpose of this section is to assist those involved in hiring to apply best practice recruitment, selection and orientation procedures and techniques which help ensure:

- selection of the best possible candidate in terms of meeting the specific requirements of the role;
- through the elimination of bias, the competition process is conducted fairly (and perceived as fair) in terms of applicants' individual rights and the provisions of the Ontario Human Rights Code; and,
- the University's goals for achieving diversity and employment equity among its faculty and staff are realized through equity outreach and due consideration of qualified candidates.

**Source URL:** <https://www.uoguelph.ca/hr/managers/recruitment-selection-orientation>