

Policy Number	8.2
Approval Body	Executive Committee
Policy Officer	Associate Vice President Human Resources
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8.2 EMPLOYMENT OF STUDENTS

ENABLING LEGISLATION + LINKED POLICIES

Employment Standards Act

Canada Immigration Regulations

BC Labour Relations Code

BC Human Rights Code

Other Laws of General Application

Relevant Emily Carr University of Art + Design Policies

Relevant Collective Agreements

OBJECTIVE

Emily Carr University of Art + Design (University) is committed to providing students with practical work experience as an important part of the educational process and to offering opportunities for students to earn income in support of their education costs.

SCOPE

This policy applies to all University employees hiring and supervising students and all credit students employed by the University.

POLICY

1. The University will ensure fair employment practices for students and adherence to applicable employment and human rights law.
2. The University is committed to providing open access to job opportunities.
3. Students must be registered at the University and be in good standing to be eligible for student work. Some latitude will be granted for continuation of employment of graduating students to complete research projects within a reasonable period of graduation.
4. Supervisors will provide adequate and appropriate supervision to ensure that the policy and procedures are followed.
5. Under no circumstances will students be given responsibility for the safety of students or facilities.
6. Student workers, as employees of the University, are expected to comply with all University policies governing employment.

7. Student work will not infringe on bargaining unit jobs.

POLICY SUPPORTS

8.2.1 Student Employment Procedures