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Publisher's Note

2020 — Release 4

Previous release was 2020 — 3

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BEST PRACTICES: RECRUITMENT & SELECTION

December 2020

Dear Subscriber,

Enclosed is your Release 2020-4 of Best Practices: Recruitment and Selection.

This release consists of complete revisions of Chapter 4: The Legislative Landscape for Recruitment and Hiring (formerly Legislation Affecting Recruitment and Hiring) and Chapter 10: Equity, Diversity and Inclusion (formerly Recruiting for Diversity). Chapter 4 now includes information on federal versus provincial regulation of employment, sources of law, the employment relationship, constitutional law, employment standards legislation, labour law, human rights legislation, accessibility, pay equity and employment equity, occupational health and safety, privacy legislation, the *Charter of the French Language* (Québec) and immigration law. Chapter 10 now includes new and updated information on business cases for diversity and inclusion, diversity and recruitment, diversity and inclusion terminology, changing expectations, best practices and approaches, building a diverse recruitment strategy, diversity and inclusion as an organizational value, biases, applicant tracking systems, application forms, employer branding and celebrating diversity in the workplace. It also includes some discussion of the impact of COVID-19.

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