



## 2011 Employee Census

	Question	Selection
1	Are you...	<input type="radio"/> Male <input type="radio"/> Female
2	What is your year of birth?	19 _____
3	Where were you born?	<input type="radio"/> Canada <input type="radio"/> Outside Canada  If you were born outside Canada, how long have you lived in Canada?  <input type="radio"/> Less than 1 year <input type="radio"/> 1 - 5 years <input type="radio"/> 5+ - 10 years <input type="radio"/> More than 10 years
4	How long have you been employed with the Corporation of the City of London?	<input type="radio"/> Less than 1 year <input type="radio"/> 1 - 5 years <input type="radio"/> 5+ - 10 years <input type="radio"/> 10+ - 15 years <input type="radio"/> 15+ - 20 years <input type="radio"/> 20+ - 25 years <input type="radio"/> 25+ - 30 years <input type="radio"/> More than 30 years



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5	What is your highest completed level of education?	<ul style="list-style-type: none"> <li><input type="radio"/> Elementary school</li> <li><input type="radio"/> High school</li> <li><input type="radio"/> Post secondary program</li> <li><input type="radio"/> Trade school</li> <li><input type="radio"/> College</li> <li><input type="radio"/> University</li> <li><input type="radio"/> Post graduate program</li> </ul>
6	Do you identify yourself as...	<ul style="list-style-type: none"> <li><input type="radio"/> Heterosexual</li> <li><input type="radio"/> Gay</li> <li><input type="radio"/> Lesbian</li> <li><input type="radio"/> Bisexual</li> <li><input type="radio"/> Transgendered or Transitioning</li> </ul>
7	Do you identify yourself as an Aboriginal person, that is, North American Indian, Métis or Inuit (Eskimo)?	<ul style="list-style-type: none"> <li><input type="radio"/> No      —————&gt; Continue with next question</li> <li><input type="radio"/> Yes     —————&gt; Go to Question 9</li> </ul>
8	Do you identify yourself as...	<p>Mark more than one or specify, if applicable.</p> <ul style="list-style-type: none"> <li><input type="radio"/> White</li> <li><input type="radio"/> Chinese</li> <li><input type="radio"/> South Asian (e.g., East Indian Pakistani, Sri Lankan, etc.)</li> <li><input type="radio"/> Black</li> <li><input type="radio"/> Filipino</li> <li><input type="radio"/> Latin American</li> <li><input type="radio"/> South East Asian (e.g., Vietnamese, Cambodian, Malaysian, Laotian, etc.)</li> <li><input type="radio"/> Arab</li> <li><input type="radio"/> West Asian (e.g. Iranian, Afghan, etc.)</li> <li><input type="radio"/> Korean</li> <li><input type="radio"/> Japanese</li> <li><input type="radio"/> Other (please specify) _____</li> </ul>



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9	What language(s) do you speak and/or communicate fluently?	Please indicate all that apply: <ul style="list-style-type: none"><li><input type="radio"/> English</li><li><input type="radio"/> French</li><li><input type="radio"/> Chinese</li><li><input type="radio"/> Arabic</li><li><input type="radio"/> Polish</li><li><input type="radio"/> Hindi</li><li><input type="radio"/> Greek</li><li><input type="radio"/> Portuguese</li><li><input type="radio"/> Spanish</li><li><input type="radio"/> Italian</li><li><input type="radio"/> Tamil</li><li><input type="radio"/> Tagalog/Filipino</li><li><input type="radio"/> Sign Language</li><li><input type="radio"/> Other (please specify) _____</li></ul>
10	What is your religious affiliation?	<ul style="list-style-type: none"><li><input type="radio"/> No religious affiliation</li><li><input type="radio"/> Aboriginal Spirituality</li><li><input type="radio"/> Baha'i</li><li><input type="radio"/> Buddhism</li><li><input type="radio"/> Christianity</li><li><input type="radio"/> Hinduism</li><li><input type="radio"/> Islam</li><li><input type="radio"/> Judaism</li><li><input type="radio"/> Paganism</li><li><input type="radio"/> Shinto</li><li><input type="radio"/> Sikhism</li><li><input type="radio"/> Zoroastrianism</li><li><input type="radio"/> Other (please specify) _____</li></ul>



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11	Do you have a “disability” as defined under the Ontario <i>Human Rights Code</i> ? (See attached definition)	<input type="radio"/> Yes (please answer Questions 12 and 13) <input type="radio"/> No (please go to Question 14)
12	Do you identify yourself as having a disability that is visible to a member of the public?	<input type="radio"/> No <input type="radio"/> Yes
13	Does your disability require accommodation in the workplace?	<input type="radio"/> No <input type="radio"/> Yes





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16	What is your Department?	<ul style="list-style-type: none"><li>○ City Manager's Office</li><li>○ Community Services</li><li>○ Planning, Environmental &amp; Engineering Services</li><li>○ Finance</li></ul>
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The Ontario *Human Rights Code* defines “disability” as follows:

“disability” means,

- (a) any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device,
- (b) a condition of mental impairment or a developmental disability,
- (c) a learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language,
- (d) a mental disorder, or
- (e) an injury or disability for which benefits were claimed or received under the insurance plan established under the *Workplace Safety and Insurance Act, 1997*; (“handicap”)