

Ontario Human Rights Code & Duty to Accommodate
Human Rights Sample Policy

(Name of the organization) provides for a working and living environment which is free of any form of harassment or discrimination on the grounds protected under Part I – Freedom of Discrimination detailed under the following sections:

Accommodation

2.(1) Every person has a right to equal treatment with respect to the occupancy of accommodation, without discrimination because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status, disability or the receipt of public assistance. R.S.O. 1990, c. H.19, s. 2(1); 1999, c.6, s.28(2);2001, c.32,s.27(1); 2005, c.5,s.32(2)

Harassment in accommodation

(2) Every person who occupies accommodation has a right to freedom from harassment by the landlord or agent of the landlord or by an occupant of the same building because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status, disability or the receipt of public assistance. R.S.O. 1990, c. H.19, s. 2(2); 1999, c.6, s.28(3);2001, c.32,s.27(1); 2005, c.5,s.32(3)

Employment

5. (1) Every person has a right to equal treatment with respect to employment without discrimination because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status, disability or the receipt of public assistance. R.S.O. 1990, c. H.19, s. 5(1); 1999, c.6, s.28(5);2001, c.32,s.27(1); 2005, c.5,s.32(5)

Harassment in employment

(2) Every person who is an employee has a right to freedom from harassment in the workplace or agent of the employer or by another employee because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status, disability or the receipt of public assistance. R.S.O. 1990, c. H.19, s. 5(2); 1999, c.6, s.28(6);2001, c.32,s.27(1); 2005, c.5,s.32(6)

HARASSMENT

Harassment means improper comment or conduct that a person knows or ought to know would be unwelcome, offensive, embarrassing or hurtful.

Staff and tenants:

- Must not exert or attempt to exert undue or inappropriate influence on staff or tenants or behave in a manner that may reasonably be perceived as intimidating or threatening.
- Must not influence outcomes with threats, bribes or inducements.
- Must NOT behave in an abusive way towards other staff and tenants. For example:

- initiating or spreading hurtful rumours,
- swearing at someone (includes obscene language, name calling, hand gestures),
- using insulting behaviour (includes both words and gestures),
- electronic or physical display of pornography,
- making physical threats,
- assaulting someone physically or sexually,
- creating unwanted sexual attention,
- making threatening gestures or remarks

DISCRIMINATION

Discrimination is any practice of behaviour, whether intentional or not, which has a negative effect on an individual or group based on prohibited grounds (for example, disability, gender, race, receipt of public assistance, sexual orientation) unrelated to the person's abilities or objective considerations relating to the decision that is to be made. Discrimination may arise as a result of direct or differential treatment or it may arise from the unequal treatment effect of treating individuals or groups in the same way.

Staff and tenants:

- Must respect the dignity and rights of all staff and tenants,
- Solicit input from all language groups represented within both staff and tenants,
- Hold staff meetings and tenant meetings in locations that are accessible to staff and tenants with disabilities and where facilities permit,
- Accommodating interpreters and staff and tenants who rely on them with appropriate seating arrangements and pacing of communication.

VIOLATION OF THE HUMAN RIGHTS POLICY

(a) Reporting Violations of the Human Rights Policy

It is the responsibility of everyone to ensure that standards of conduct are implemented and maintained, and to seek remedies when standards are violated using established channels.

(b) Consequences

Violation may result in either the dismissal of staff or eviction proceedings against a tenant. In certain circumstances, violators of the Human Rights Policy may also be violators of legislation which could result in other sanctions as dictated by law (e.g. violation of the *Ontario Human Rights Code Amendments – Bill 137*).