

 Rainy River District Social Services Administration Board	SECTION: Human Resources
	POLICY TITLE: Human Rights
ORIGINAL DATE: May 20, 1999	POLICY AREA: Human Resources
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Policy

The Rainy River District Social Services Board (RRDSSAB) is committed to treating all people with dignity and respect and in a manner that promotes independence. The RRDSSAB is dedicated to fostering and sustaining an inclusive, diverse, equitable and accessible workplace that is respectful and free from discrimination and harassment.

The RRDSSAB strives to provide an inclusive and accessible environment in which all members of the public have equitable access to our services. The RRDSSAB will meet our obligations under the *Accessibility for Ontarians with Disabilities Act*, and will aim to do so in a timely manner.

The RRDSSAB is committed to providing accommodation for needs in accordance with the principles of the *Ontario Human Rights Code* and related to the follow prohibited grounds:

- a) Citizenship;
- b) Race;
- c) place of origin;
- d) ethnic origin;
- e) colour;
- f) ancestry;
- g) disability;
- h) age;
- i) creed;
- j) sex / pregnancy;
- k) gender identity;
- l) gender expression;
- m) family status;
- n) marital status;
- o) sexual orientation;
- p) receipt of public assistance; and
- q) record of offence.

The RRDSSAB will develop and administer programs that:

- a) complies with all relevant legislation including that which prohibits discrimination, harassment and employer retaliation;
- b) promotes employment and pay equity; and
- c) guarantees enforcement.

Definitions:

"Race-related" includes ethnic origin, colour and place of origin. In some instances, it may also include citizenship and ancestry.

"Disability" includes temporary and permanent disabilities, being in receipt of Workers Safety and Insurance Benefits in the past or at present present, learning disabilities, visible, invisible and perceived disabilities.

"Age" for housing, you have to be 18 unless you are no longer under parental control.

"Creed" includes religions and beliefs.

"Sex" includes pregnancy and gender, that is, persons who are bisexual, transgenderists, trans-sexual or inter-sexed.

"Sexual Orientation" includes persons who are gay, lesbian, bisexual or heterosexual.

"Family Status" is the status of being in a parent child relationship.

"Marital Status" includes being single, married, widowed, co-habitation and same-sex marriages.

"Receipt of Social Assistance" applies only to housing accommodation and includes for example, being in receipt of government-funded subsidies and supportive housing.

"Record of Offences" includes provincial offences such as under the *Highway Traffic Act*, and federal offences for which a pardon has been granted.

Procedure

1. All employees have the right to express legitimate concerns about human rights violations that they are experiencing in their work environment without fear of reprisal. Anyone who attempts reprisal or threatens reprisal against a person who initiates a complaint or participates in proceedings may be subject to disciplinary action in accordance with RRDSSAB policies and procedures.

2. The RRDSSAB recognizes that any accusation in a complaint is a serious matter that can cause considerable stress and grief to the person who is the subject of the complaint. Accusations must be founded in serious concerns. Anyone who makes a complaint in bad faith will be subject to disciplinary action in accordance with RRDSSAB policies and procedures.
3. If an individual believes that his/her human rights have been violated under one of the prohibited grounds, he/she has the right to file a complaint under the *Ontario Human Rights Code*.
4. Employees are encouraged, when possible, to resolve issues directly with the person who is subject of their concern. If local resolution is not possible, unsuccessful or not chosen, the complaint will be handled in accordance with RRDSSAB policies and procedures.