

Administration	Corporate	Board Approved Date:	21-02-24
Policy	Human Rights Code	Revision Date:	N/A
Policy No.	20-076	Internally Approved Date:	21-02-12
References	Ontario Human Rights Code, 1990 Policy on Human Rights and Rental Housing, 2010 (OHRC) "Housing is a Human Right" Poster Accommodation Policy Dispute Resolution Policy Eviction Prevention Policy		
Forms	NA		

1. Policy Statement

DRNPHC is committed to providing an environment that is free from discrimination and/or harassment where everyone is treated with respect. All stakeholders share responsibility for eliminating discrimination, and must work together to prevent it. It is DRNPHC's policy to promote and adhere to the Province of Ontario's Human Rights statute, the Human Rights Code, 1990.

2. Purpose

The policy requires all stakeholders to work collectively to promote and create an environment that is free from discrimination and harassment. In the event that discrimination or bias is reported or suspected, all stakeholders are required to identify and act to resolve any concerns in a way that respects the dignity of all participants.

This policy does not restrain any person's right to seek assistance from the Human Rights Legal Support Centre or to file an application with the Human Rights Tribunal of Ontario, even when steps are being taken under DRNPHC's *Human Rights Code Policy*.

3. Scope

The policy applies to all board members, employees, applicants, tenants, volunteers, contractors, and visitors.

4. Definitions

Discrimination

Treating someone unfairly by either imposing a burden on them, or denying them a privilege, benefit or opportunity enjoyed by others, because of their race, citizenship, family status, disability, sex or other code protected grounds.

Harassment

Engaging in a course of comments or actions that are known, or ought reasonably to be known, to be unwelcome. It can involve words or actions that are known or should be known to be offensive, embarrassing, humiliating, demeaning or unwelcome. Harassment under the Ontario *Human Rights Code* is based on the prohibited/protected grounds

Code protected grounds

The Ontario *Human Rights Code* prohibits discrimination or harassment based on these personal characteristics. The specific protected grounds include: age, ancestry, citizenship, colour, creed, disability, ethnic origin, family status, gender identity and gender expression

(recently added to the *Code*), marital status, place of origin, race, sex (including pregnancy), sexual orientation, receipt of public assistance (in housing) and record of offences (in employment).

Human rights lens

The application of equity and human rights principles to the policies, procedures, and practices of an organization in an on-going effort to ensure that all individuals and groups are, as much as possible, able to access goods, services, and resources equally and are able to participate fully in their community/ies.

5. Procedure

a) Education

All incoming staff, board members and volunteers will be directed to familiarize themselves with, the following materials:

- the *Ontario Human Rights Code, 1990* (“the Code”)
- the Ontario Human Rights Commission (OHRC), it’s website and materials, and the *Policy on Human Rights and Rental Housing*
- the Ontario Human Rights Tribunal (OHRT), it’s website, and materials
- DRNPHC’s policies pertaining to human rights

DRNPHC will provide training and education to staff, board members and volunteers as appropriate.

b) Application of human rights lens

DRNPHC’s staff, board members, and volunteers will use their familiarity with, and knowledge of, the *code* to proactively identify potential conflicts between the Code, and the organization’s policies, procedures, and practices.

If such a conflict is identified, staff will direct their concerns to the Chief Executive Officer.

c) Communication

DRNPHC shall prominently display materials or resources which inform staff, board members, volunteers, applicants, tenants, and other stakeholders of the organization’s commitment to respecting and furthering the human rights of all housing stakeholders. DRNPHC will communicate the process for filing a human-rights related complaint.

d) Filing a complaint

Individuals wishing to file a human right complaint shall do so in accordance with the procedure outlined in the *Dispute Resolution Policy*.

End