**Slide #1**

***MALE:***

Within the province of Ontario and this University, there are a number of expectations with respect to our responsibilities and our rights as they relate to working and living with others. These expectations, which have been established by the Ontario government and the University of Waterloo, are set out in both provincial legislation and University Policy. For this reason, it is important that we familiarize ourselves with these documents.

**Slide #2**

***FEMALE:***

This importance is underscored by the Ontario Human Rights Commission which believes that … “every member of the organization should have a solid understanding of their rights and responsibilities under the Ontario Human Rights Code, and a solid understanding of the organization’s policies, programs and procedures for preventing and addressing human rights issues.”

This module and others have been established to familiarize the members of the University community with the applicable policies and resources, and with their rights and responsibilities.

**Slide #3**

***MALE:***

We will begin with the Ontario Human Rights Code …

This is a piece of provincial legislation first established in 1962, which sets out the fundamental right of equal treatment for all citizens of Ontario and affords protection against discrimination. It states that … *“it is public policy in Ontario to recognize the dignity and worth of every person and to provide equal rights and opportunities without discrimination”*

**Slide #4**

***FEMALE:***

The purpose of the Ontario Human Rights Code *is to create … “a climate of understanding and mutual respect for the dignity and worth of each person”*

The principles on which the Code has been based, and the aim of the Code are no different than many of the principles on which University of Waterloo policies have been based.

**Slide #5**

***MALE:***

More specifically The Ontario Human Rights Code states that … … “every person has a right to equal treatment in four identified areas: :

* + Employment
  + Services, goods and facilities
  + Accommodation and housing
  + Vocational association and union memberships”

The Code states that no one shall be discriminated against, in these four areas, based on what are referred to as … … prohibited grounds under the code...

**Slide #6**

***FEMALE:***

These prohibited grounds include

Race Ancestry Place of Origin

Colour Ethnic Origin Creed or Religion

Sex Marital Status Sexual Orientation

Age Family Status Perceived Disability

Disability Citizenship Record of Offense

… and Same-sex Partner Status

**Slide #7**

***MALE:***

In order for the University of Waterloo to meet its legislative expectations as an employer and service provider, the Ontario Human Rights Commission believes that

“anti-harassment and anti-discrimination policies should be part of any complete strategy to resolve any human rights issues that arise”

**Slide #8**

***FEMALE:***

The University has done so within Policy 33 which deals with Ethical Behavior.

This policy contains both general and specific principles and … is based on what the University of Waterloo understands to be ethical behaviour.

Policy 33 speaks to

* fairness
* equal opportunity
* academic freedom
* the right to advance views openly
* and respect for individual differences

**Slide #9**

***MALE:***

Policy 33’s general principles state that …It is University policy … “That each member of the University endeavour to contribute to the existence of a just and supportive community based on equality and respect for individual differences.”

**Slide #10**

***FEMALE:***

Policy 33’s Specific Principles, on Human Rights identify more specifically the behaviours that are of concern when it states … “The following shall be taken as violations of this policy and may also be in contravention of the Ontario Human Rights Code … “discrimination, harassment, sexual harassment and poisoned environment” Behaviours that fall within the scope of these specific principles could also fall within the scope of the Ontario Human Rights Code.

**Slide #11**

***MALE:***

In June of 2010, Workplace Harassment was included in Policy #33 as a specific offence given amendments to the Occupational Health and Safety Act. This Act requires employers to respond to all instances of harassment regardless of whether the harassing behaviour is based on a prohibited ground under the Ontario Human Rights Code. It defines Workplace Harassment as. ... “ a course of vexatious comments or conduct against a worker in a workplace that is known, or ought reasonably to be known, to be unwelcome.” You may note the similarity between this definition and the Ontario Human Rights Code definition of harassment.

**Slide #12**

***FEMALE:***

What is the University of Waterloo’s responsibility regarding how to respond...

Policy 33 also requires that the University and its management structure respond …

“effectively, quickly and fairly” to any situation involving claims of harassment or discrimination”

**Slide #13**

***MALE:***

Other documents are consistent with Policy #33 and could come into play depending on who is complaining.  Harassment and discrimination are also referenced Article #4 of the Union Agreement and in Section 7 of the Memorandum of Agreement between the Faculty Association and the University of Waterloo.

**Slide #14**

***FEMALE:***

Please be aware that the following presentations are available to provide you with more information regarding Human rights at the University of Waterloo.