

ISAO OPERATIONAL POLICY

Human Rights and Anti-Harassment/Discrimination Policy Statement

Approved by the ISAO Board of Directors at its meeting of 15 August 2017

Under the [Ontario Human Rights Code](#), every person has a right to equal treatment in the provision of services and facilities, occupation of accommodation, contracts and in employment. Under the [Occupational Health and Safety Act](#), all employers are required to have a policy, program, information and instruction regarding workplace harassment.

The ISAO is committed to respectful, equitable service delivery and employment practices. The goal of this Policy is to recognize the dignity and worth of every person (whether member, service recipient, volunteer or employee) and to create a climate of understanding and mutual respect.

The ISAO condemns harassment, denigration, discriminatory actions and the promotion of hatred. The ISAO will not tolerate, ignore, or condone discrimination or harassment and is committed to promoting respectful conduct, tolerance and diversity at all times. All employees and volunteers are responsible for respecting the dignity and rights of their co-workers, co-volunteers and the members and event participants they serve.

Application

This policy applies to all ISAO employees and volunteers and to all aspects of the employment and volunteer relationship. ISAO staff and volunteers are expected to abide by this policy, the *Ontario Human Rights Code*, the *Occupational Health and Safety Act* and any other relevant legislation and ISAO Policy.

Members, service recipients, event and activity participants and individuals conducting business with, for or with support from the ISAO, are expected to adhere to this policy. This includes refraining from discriminating and/or harassing ISAO employees, volunteers, event participants and persons acting on behalf of the ISAO. If such discrimination and/or harassment occur, the ISAO will take action to ensure a harassment/discrimination-free workplace and event and service provision environment, including barring a harasser from its events, limiting services,

discontinuing business and/or revoking ISAO membership and/or contracts with consultants or contractors.

Implementation

This policy statement is intended to provide direction for the development of all Human Rights and Harassment Policy & Procedures and programs.

Appendix

A. Human Rights Code - R.S.O. 1990, CHAPTER H.19

PREAMBLE

Whereas recognition of the inherent dignity and the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world and is in accord with the Universal Declaration of Human Rights as proclaimed by the United Nations;

And Whereas it is public policy in Ontario to recognize the dignity and worth of every person and to provide for equal rights and opportunities without discrimination that is contrary to law, and having as its aim the creation of a climate of understanding and mutual respect for the dignity and worth of each person so that each person feels a part of the community and able to contribute fully to the development and well-being of the community and the Province;

And Whereas these principles have been confirmed in Ontario by a number of enactments of the Legislature and it is desirable to revise and extend the protection of human rights in Ontario;

Therefore, Her Majesty, by and with the advice and consent of the Legislative Assembly of the Province of Ontario, enacts as follows:

PART I FREEDOM FROM DISCRIMINATION

Services

1. Every person has a right to equal treatment with respect to services, goods and facilities, without discrimination because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability.

Contracts

3. Every person having legal capacity has a right to contract on equal terms without discrimination because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability

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, gender identity, gender expression, age, record of offences, marital status, family status or disability. 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); 2012, c. 7, s. 4 (1).

Harassment in employment

(2) Every person who is an employee has a right to freedom from harassment in the workplace by the employer or agent of the employer or by another employee because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status or disability.

Vocational associations

6. Every person has a right to equal treatment with respect to membership in any trade union, trade or occupational association or self-governing profession without discrimination because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability.

B. Ontario Occupational Health and Safety Act Violence and Harassment

Policies, violence and harassment

32.0.1 (1) An employer shall,

- (a) prepare a policy with respect to workplace violence;
- (b) prepare a policy with respect to workplace harassment; and
- (c) review the policies as often as is necessary, but at least annually. 2009, c. 23, s. 3.

Written form, posting

(2) The policies shall be in written form and shall be posted at a conspicuous place in the workplace. 2009, c. 23, s. 3.

Exception

(3) Subsection (2) does not apply if the number of workers regularly employed at the workplace is five or fewer, unless an inspector orders otherwise. 2009, c. 23, s. 3; 2011, c. 1, Sched. 7, s. 2 (3).

Section Amendments with date in force (d/m/y)

Program, violence

32.0.2 (1) An employer shall develop and maintain a program to implement the policy with respect to workplace violence required under clause 32.0.1 (1) (a). 2009, c. 23, s. 3.