



RIGHTS & RESPONSIBILITIES

ONTARIO HUMAN RIGHTS CODE

ONTARIO HUMAN RIGHTS CODE...

... Is a law in the Canadian province of Ontario that gives all people equal rights and opportunities without discrimination in specific areas such as housing and services



Ontario Human Rights Code
HUMAN RIGHTS 101



PREAMBLE

The preamble is the most important element of the Ontario *Human Rights Code*.

- - Identifies international obligations
- - Establishes that human rights protections are public policy
- - Recognizes the dignity and worth of every person

PREAMBLE STATES...

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 the 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 party of the community and able to contribute fully to the development and well-being of the community and the Province;



PARTS I AND II OF THE CODE

Part I

Freedom from Discrimination

Sections 1 – 9

social areas, grounds of discrimination

Part II

Interpretation and Application

section 10 – definitions

sections 14 – 24 – exceptions to the *Code*

SOCIAL AREAS

Section 1: Services

Section 2: Accommodation

Section 3: Contracts

Section 4: Accommodation of persons under 18

Section 5: Employment

Section 6: Vocational (relating to an occupation or employment) Associations



1. SERVICES, GOODS, FACILITIES

- shops
- theatres
- restaurants
- taverns
- gas stations
- education/training programs in schools universities *etc.*
- hospitals
- insurance companies



2. ACCOMMODATION

- granting of accommodation
- amount of rent
- security deposits
- rules and regulations
- termination of a lease
- eviction



3. CONTRACTS

- **oral or written contract**
 - includes the making / acceptance or rejection of an offer
 - Independent contractors / sub-contractors
- **contract for purchase of a house or condominium *etc.***
- **contract for purchase of commercial accommodation, office/retail space**
- **contract of insurance *etc.***



4. ACCOMMODATION OF PERSONS UNDER 18

Section 4(1)

- Is a sixteen or seventeen year old person
- Is no longer under parental control



**UNDER
18**

5. EMPLOYMENT

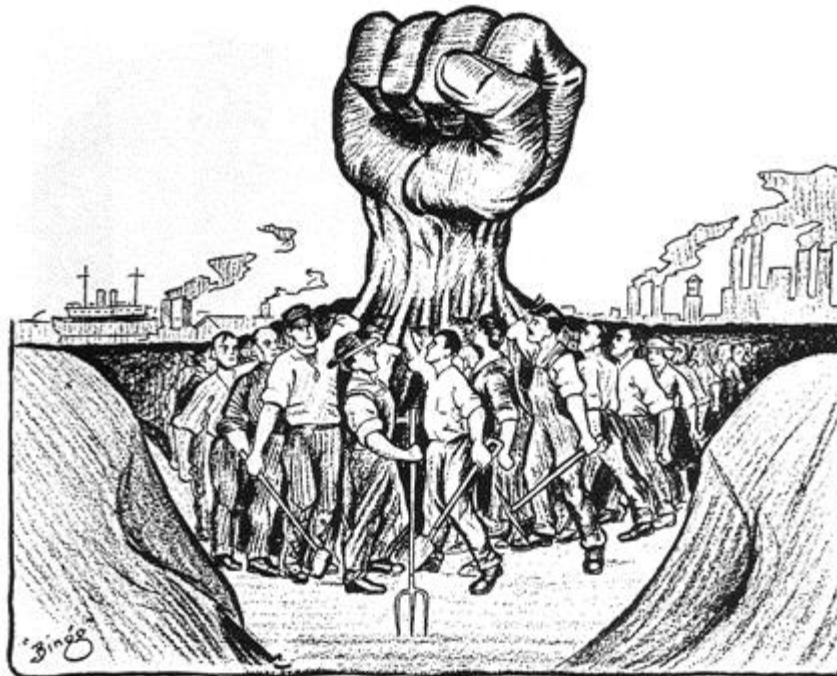
covers all aspects related to employment including:

- recruitment, interviews, application forms
- hiring, training
- transfers, promotion
- apprenticeship terms
- dismissals
- layoffs
- government contracts



6. MEMBERSHIP IN VOCATIONAL ASSOCIATIONS

- trade unions
- self-governing professions
- employers' organizations
- management organizations



Solidarity, June 30, 1917. The Hand That Will Rule the World—One Big Union.

WHICH SOCIAL AREA?

Restaurant, library or
community centre

Walking down the
street

A promotion

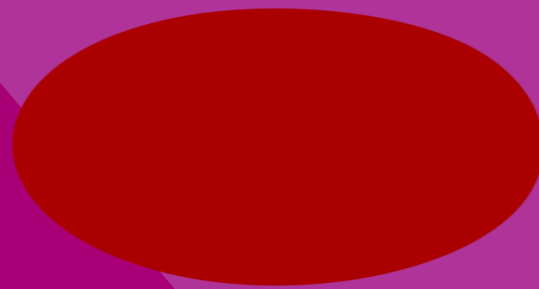
The union won't send
you on assignments
because he thinks
your English is poor

Services, goods and
facilities

No

Employment

Vocational
Association



GROUPS OF DISCRIMINATION

- race
- ancestry
- place of origin
- colour
- ethnic origin
- citizenship
- creed
- sex (pregnancy)
- sexual orientation
- age (18 & over in employment)
- marital status
- family status
- disability
- reprisal



ASSIGNMENT: CASE STUDY

In groups of two or three, please read the case study and answer the questions. Also create a visual representation of the individual described. We will be presenting them in our next class: APRIL 13.

