

ARBOUR VILLAGE CO-OPERATIVE HOMES INC.

Ontario Human Rights Code & Duty to Accommodate Human Rights Policy (Anti-Harassment and Anti-Discrimination)

Arbour Village Co-operative Homes Inc. provides for a working and living environment which is free of any form of harassment or discrimination on the grounds protected under Part I – Freedom of Discrimination detailed under the following sections:

Accommodation

Every person has a right to equal treatment with respect to the occupancy of accommodation, without discrimination because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status, disability or the receipt of public assistance.

Harassment in accommodation

Every person who occupies accommodation has a right to freedom from harassment by the Housing Provider or agent of the Housing Provider or by an occupant of the same building because of race, ancestry, and place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status, disability or the receipt of public assistance.

Employment

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, age, marital status, family status, disability or the receipt of public assistance.

Harassment in employment

Every person who is an employee has a right to freedom from harassment in the workplace or agent of the employer or by another employee because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status, disability or the receipt of public assistance.

HARASSMENT

Harassment means improper comment or conduct that a person knows or ought to know would be unwelcome, offensive, embarrassing or hurtful.

Staff and members:

- Must not exert or attempt to exert undue or inappropriate influence on staff or members or behave in a manner that may reasonably be perceived as intimidating or threatening.
- Must not influence outcomes with threats, bribes or inducements.
- Must NOT behave in an abusive way towards other staff and members. For example:
 - initiating or spreading hurtful rumours,
 - swearing at someone (includes obscene language, name calling, hand gestures),
 - using insulting behavior (includes both words and gestures),
 - electronic or physical display of pornography,
 - making physical threats,
 - assaulting someone physically or sexually,
 - creating unwanted sexual attention,
 - making threatening gestures or remarks

DISCRIMINATION

Discrimination is any practice of behavior, whether intentional or not, which has a negative effect on an individual or group based on prohibited grounds (for example, disability, gender, race, receipt of public assistance, sexual orientation) unrelated to the person's abilities or objective considerations relating to the decision that is to be made. Discrimination may arise as a result of direct or differential treatment or it may arise from the unequal treatment effect of treating individuals or groups in the same way.

Staff and members:

- Must respect the dignity and rights of all staff and members,
- Solicit input from all language groups represented within both staff and members,
- Hold staff meetings and members meetings in locations that are accessible to staff and members with disabilities and where facilities permit,
- Accommodating interpreters and staff and members who rely on them with appropriate seating arrangements and pacing of communication.

VIOLATION OF THE HUMAN RIGHTS POLICY

a) Reporting Violations of the Human Rights Policy

It is the responsibility of everyone to ensure that standards of conduct are implemented and maintained, and to seek remedies when standards are violated using established channels.

b) Consequences

Violation may result in either the dismissal of staff or eviction proceedings against a member. In certain circumstances, violators of the Human Rights Policy may also be violators of legislation, which could result in other sanctions as dictated by law (e.g. violation of the *Ontario Human Rights Code Amendments – Bill 137*).

President

Secretary

Date

Date

Approved by the Membership on _____