

LEAF @ WORK

An introductory & interactive workshop on equality rights, sexual harassment, and discrimination in the workplace.



What is the Canadian Charter of Rights and Freedoms?

- Charter is part of the Canadian Constitution
- Constitution is a series of fundamental rules on how the country operates
- It is the highest law in Canada; all other laws must be consistent
- Charter sets out rights & freedoms believed necessary in a free & democratic society
- Also ensures government doesn't interfere with these rights in an unreasonable way

What are some examples of Charter rights?

Section 15 of the Charter of Rights and Freedoms is focused on ensuring equality for all individuals.

Every person has the right to equal treatment under the law without discrimination based on race, ethnicity, religion, gender, age, or disability.

If you believe your s.15 Charter rights have been violated, you should seek legal advice.



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EQUALITY

Formal equality: ensures that all individuals are treated equally, such as granting all Canadian citizens of legal age the right to vote regardless of race, sex, religion, etc.

Substantive equality: treating people differently when needed to treat them fairly; recognizes there are important differences between individuals and seeks to remove barriers, to make outcomes equal

THE ONTARIO HUMAN RIGHTS CODE (OHRC)

→ provincial legislation that prohibits discrimination based on a list of characteristics (grounds) in 5 parts of society (social areas)

- applies to public and private sector (eg. businesses, organizations, landlords)
- looks at what happened, not the intention to discriminate
- only applies to Ontario and in certain circumstances

EMPLOYERS HAVE A RESPONSIBILITY TO...

Establish a policy to tackle workplace harassment, investigate incidents and complaints, and inform both the complainant and the alleged harasser (if they're also an employee) of the investigation findings and any corrective measures.

Workplace Harassment can look like...

- bullying
- offensive jokes
- displaying inappropriate materials
- intimidating communications
- sexual harassment

More Info

Human Rights Tribunal of Ontario:

<https://tribunalsontario.ca/hrto/>

Human Rights Legal Support

Centre: <https://hrlsc.on.ca>

Justice for Children & Youth:

jfcy.org

Steps to Justice: stepstojustice.ca



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