

Human Rights/Anti-Bias Policy

(Responding to discriminatory incidents):

The Caledon Parent-Child Centre shares a vision for society, emphasizing that everyone belongs and deserves to be supported in reaching their dreams and fullest potential. In order to meet this vision, Caledon Parent-Child Centre settings are committed to supporting diverse populations, attracting and retaining a diverse workforce, building and strengthening partnerships, and fostering an environment free of discrimination and harassment in accordance with the Ontario Human Rights Code.

We observe and uphold Ontario's *Human Rights Code*

Our organization respects and follows the letter and spirit of the Ontario *Human Rights Code*. We support and protect the dignity and worth of everyone.

We provide equal rights and opportunities for all employees, clients and volunteers.

Our policies, programs and processes are designed to address, prevent and eliminate discrimination in all aspects of employment and when we provide services to others. We do not tolerate harassment or unwelcome comments and actions. We take prompt action if such problems occur.

These are the prohibited grounds of discrimination under the *Code*: race, ancestry, place of origin, ethnic origin, citizenship, sexual orientation, sex (including pregnancy and gender identity), gender expression, disability, colour, creed, age (18 and over, 16 and over in housing), marital status, family status, reprisal, receipt of public assistance (in housing), record of offences (in employment) and discrimination because of association.

The *Code* requires equal treatment in employment, housing, contracts, goods, services and facilities, and membership in vocational associations and trade unions.

The **Ontario Human Rights Commission (OHRC)** works to promote, protect and advance human rights. Its main focus is the root causes of discrimination. Through outreach, cooperation, partnership and advocacy, the OHRC aims to advance Ontario's human rights culture. Contact

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the OHRC if you want to learn more about human rights education and outreach or human rights issues in Ontario.

Website: www.ohrc.on.ca
Email: info@ohrc.on.ca
Toronto: 416-326-9511
Toll Free: 1-800-387-9080
TTY (Toronto): 416-326 0603
TTY (Toll Free) 1-800-308-556

The **Human Rights Legal Support Centre (HRLSC)** provides free legal services to people who have been discriminated against under Ontario's *Human Rights Code*. Contact the Centre if you have experienced discrimination and need legal advice or help deciding whether you should make a human rights application.

Website: www.hrlsc.on.ca
Tel: 416-597-4900
Toll Free: 1-866-625-5179
TTY: 416-597-4903
TTY (Toll Free): 1-866 612-8627

The **Human Rights Tribunal of Ontario (HRTO)** deals with claims of discrimination filed under the Ontario *Human Rights Code*. The Tribunal resolves applications through mediation or adjudication. The Tribunal's goal is to resolve claims in a fair, open and timely manner. Contact the Tribunal if you want an application guide or information about the status of your case, copies of any Tribunal forms or information about the Tribunal's procedures.

Website: www.hrto.ca
Tel (Toronto): 416-326-1312
Tel (Toll Free): 1-866-598-0322
TTY: 416-326-2027
TTY (Toll Free): 1-866-607-1240

Case-related enquiries should be directed to:

The Registrar Human Rights Tribunal of Ontario
655 Bay Street, 14th floor
Toronto, ON M7A 2A3
Phone: 416-326-1519
Toll-free: 1-866-598-0322

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TTY: 416-326-2027

TTY Toll-free: 1-866-607-1240

Fax: 416-326-2199

Toll-free: 1-866-355-6099

Email: HRTO.Registrar@ontario.ca

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