

WHAT CAN I DO? WHO CAN I CALL?

Our constitution and By-Laws state that every member of OSSTF/FEESO shall strive to eliminate discrimination and harassment.

For assistance or more information contact:

- your branch president or workplace representative
- your District Office
- OSSTF/FEESO Provincial Office
Field Secretary for your District
- OSSTF/FEESO Provincial liaison to the Human Rights Committee

HUMAN RIGHTS

EVERYONE'S RIGHTS



HUMAN RIGHTS AND YOU

The Ontario Human Rights Code ensures that Ontarians enjoy freedom from discrimination in five areas, called social areas:

- services, goods and facilities
- housing accommodation
- contracts
- employment
- vocational associations

The Ontario Human Rights Code grounds of discrimination—you cannot discriminate against another person or group of people because of their:

- citizenship
- race
- place of origin
- ethnic origin
- colour
- ancestry
- disability
- age
- creed
- sex/pregnancy
- family status
- marital status
- sexual orientation
- gender identity
- gender expression
- receipt of public assistance
- record of offence

WHAT TO LOOK FOR

Harassment is when people make comments or actions that are unwelcome, even though they should know that what they say or do is not welcome.

Harassment under the code means “a course of vexatious comment or conduct that is known or ought reasonable to be known to be unwelcome.”

Harassment usually meets the following requirements:

- What was said or the behaviour usually happened more than once.
- The person responsible for the comment or conduct should have known that it is not welcome.
- Sometimes it’s hard to tell someone to stop, so if you don’t or can’t, the code doesn’t require you to do so.