

Victoria-Shuter Non-Profit Housing Corporation

POLICY NAME	HUMAN RIGHTS CODE POLICY
POLICY NUMBER	2019-001 <i>(replaces 2012-001)</i>
DATE	January 2019
REFERENCES	<i>Ontario Human Rights Code, 1990</i> <i>Policy on Human Rights and Rental Housing, 2010 (OHRC)</i> <i>Declaration of Management Policy</i>
SEE ALSO	<i>Accommodation Policy</i>

POLICY STATEMENT

It is Victoria-Shuter Non-Profit's policy to promote and adhere to the Province of Ontario's human rights statute, the *Human Rights Code, 1990*. Victoria-Shuter Non-Profit is committed to providing an environment that is free from discrimination and/or harassment where everyone is treated with respect. It is Victoria-Shuter Non-Profit's policy that all stakeholders share responsibility for eliminating discrimination, and must work together to prevent it.

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PURPOSE AND SCOPE

PURPOSE:

The policy requires all stakeholders to work collectively to promote and create an environment that is free from discrimination and harassment. In the event that discrimination or bias is reported or suspected, all stakeholders are required to identify and act to resolve any concerns in a way that respects the dignity of all participants.

SCOPE:

The policy applies to all board members, employees, applicants, tenants, volunteers, contractors, and visitors.

DEFINITIONS AND CLARIFICATION

CLARIFICATIONS:

This policy does not restrain any person's right to file an application with the Human Rights Tribunal of Ontario, even when steps are being taken under Victoria-Shuter Non-Profit's *Human Rights Code Policy*.

TERMS:

Code-Protected Individual

Individuals who are protected from discrimination and unfair treatment based on their inclusion in a protected group under the *Human Rights Code, 1990*.

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

Human Rights Lens

The application of equity and human rights principles to the policies, procedures, and practices of an organization in an on-going effort to ensure that all individuals and groups are, as much as possible, able to access goods, services, and resources equally and are able to participate fully in the Victoria-Shuter community.

PROCEDURE

1. EDUCATION

- a. All incoming staff, board members and volunteers will be provided with a copy of the non-profit's policies pertaining to human rights.

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- b. The non-profit will periodically, as required provide on-going related training and education to staff, Board Members and volunteers as appropriate and as available.

2. APPLICATION OF HUMAN RIGHTS LENS

The non-profit's staff, board members, and volunteers will use their familiarity with, and knowledge of, the *code* to respond to any concerns raised by any stakeholder and to periodically review and determine whether or not any amendment to this policy may be required.

4. FILING A COMPLAINT

- a. Individuals wishing to file a human right shall do so in accordance with the procedure outlined in the *Dispute Resolution Policy*.
- b. The Non-Profit will acknowledge receipt of the Tenant(s) complaint and work with the Tenant(s) to resolve any concerns in a way that respects the dignity of all participants.

Policy 2019-001 of Victoria-Shuter Non-Profit Housing Corporation passed by the Board of Directors at a duly constituted meeting held on February 20, 2019.

REVISIONS	DATE	DESCRIPTION OF REVISION