



Human Rights Policy

Approved by the Board of Directors June 2000
Revised: 02/17

The Whitney Child Centre (the “Centre”) at all times recognizes the dignity and worth of every person and provides for equal rights and opportunities without discrimination. Preserving these values at the Centre requires the mutual respect, co-operation, compassion and understanding of everyone. This policy extends to all members of the Whitney Child Centre community: staff, Supervisor, Board members, children, parents and caregivers.

The *Ontario Human Rights Code* (the “Code”) provides a legislative means to protect these rights. It provides that every person in Ontario has the right to freedom from discrimination in employment and with respect to the use of services and facilities on the grounds of:

- race
- ancestry, colour
- place of origin
- colour
- ethnic origin
- citizenship
- creed
- sex (including breastfeeding and pregnancy)
- sexual orientation
- gender identity, gender expression
- age
- record of offences (in employment only)
- marital status (including single status)
- family status
- disability
- Receipt of public assistance (in housing only)

The Centre will also ensure that there is no discrimination based on an individual’s level of literacy or political affiliation.

The Human Rights Code also forbids harassment because of any of the prohibited grounds. Harassment is defined as a course of vexatious comment or conduct that is known or might reasonably be known to be unwelcome. This may include, among other things, racist or sexist name-calling, teasing or racially or sexually derogatory or stereotyping jokes. These are all unacceptable and will not be tolerated. Further, the Centre will not tolerate bullying, expressions of hate or victimization of any kind.

It is the Centre’s policy to provide a procedure for resolving any problems that may occur as quickly as possible. The Centre will take immediate action to deal with the concerns of anyone who believes that he or she has been discriminated against, harassed, victimized or bullied. Each incident will be thoroughly investigated and examined and any individual or individuals found to have contravened this policy will be subject to disciplinary sanctions. The severity of these sanctions will depend on the severity and nature of the offence committed. The Board of Directors and Supervisor are responsible

for ensuring that any allegation of mistreatment is dealt with immediately in accordance with this policy. To ensure that all concerns are promptly dealt with, the Supervisor and the President of the Board of Directors have been designated as persons with whom concerns may be raised. The Board of Directors, as represented by the President, and the Centre Supervisor, have a duty to investigate any allegation of mistreatment. Any person who witnesses any contravention of this policy should report it to one of them immediately.

All complaints under this policy will be investigated, and the person(s) complained against will have an opportunity to respond before any disciplinary sanction is contemplated. Every attempt will be made throughout the investigation to keep the matter confidential. All written information must be marked "Private and Confidential".

Please note, however, that the Centre may be required in some circumstances to provide information obtained during an investigation to an outside agency which has the right to gather such information by law. Examples of such agencies are the Ontario Human Rights Commission, another tribunal, or a court.

Serious incidents of reported racism or bias are reported as a Serious Occurrence.

The Supervisor is required to receive training in the Human Rights Code; the Supervisor will train all staff in the requirements of the Whitney Child Centre Human Rights Policy and the Human Rights Code as it applies to disability.