

## **The Church of the Redeemer Human Rights Policy**

### **Purpose**

The Church of the Redeemer is committed to diversity and social inclusion and to meeting its obligations under the Ontario Human Rights Code [Code] and Ontario's *Accessibility for Ontarians with Disabilities Act* [AODA] by providing welcoming programs and workplaces that respect the rights of every individual.

The purpose of this Human Rights Policy is to foster an inclusive environment and to prevent discrimination and harassment through greater awareness of and responsiveness to their harmful effects. This policy also ensures that human rights and accessibility-based complaints are dealt with promptly and effectively through consistently applied procedures.

### **Policy**

The Church of the Redeemer recognizes the dignity and worth of every individual and seeks to create a climate of understanding and mutual respect throughout the community. Discrimination and harassment based on legislated prohibited grounds of discrimination will not be tolerated.

Legislated prohibited grounds as provided for in the Code are race, ancestry, place of origin, citizenship, creed (religion) sex (including pregnancy, breast feeding, gender identity), sexual orientation, marital status, disability and receipt of public assistance.

The Church of the Redeemer is committed to the development, implementation and promotion of non-discriminatory values, attitudes and practices throughout all facets of its organization with the goal towards mutual respect and an appreciation of all diversities.

The Church of the Redeemer ensures that access to and participation in its services and programs are available to all members of its community in an equitable manner and that people may choose to preserve or share aspects of their culture and identity.

It is the responsibility of the Board of Management and Advisory Board members and senior staff to ensure that these principles are upheld within the Church of the Redeemer. In order to eliminate systemic and personal discrimination:

- The Church of the Redeemer endeavours to attract Board Members, staff, volunteers, and students who are reflective of the diversity of the members of its

community. Hiring of staff shall be in accordance with the Ontario Human Rights Code, which eliminates any systemic discrimination or barriers which may adversely affect persons from marginalised or oppressed groups.

- The Church of the Redeemer will attempt to attract Board members, staff, volunteers and students who themselves are sensitive to the human needs in all of us and are aware of the diversity of its community, and who will abide by these policies.
- The Church of the Redeemer will encourage and provide opportunities for staff, Board members, volunteers and students to develop their knowledge, sensitivity and skills in areas related to diversity and anti-discriminatory education.
- The Church of the Redeemer will ensure that services and programs are sensitive to the needs of diverse groups; seek to eliminate barriers to full participation of oppressed groups and promote positive relations and attitudinal change towards disadvantaged groups.
- Communications, including all social media, e-mail, written, audio, visual and other resource materials, will reflect an environment of non-discrimination and present a balanced and positive portrayal of diverse minorities.
- The Church of the Redeemer will ensure that all policies are free from bias and stereotyping and discriminatory language of any kind.
- All Board Members, staff, volunteers and students are required to read, support and promote this policy.
- The Boards will regularly review the Human Rights Policy to monitor its implementation and progress.

### **Procedure for Reporting Discrimination and Harassment**

The procedures for dealing with complaints and reporting discrimination and harassment can be found in The Church of the Redeemer's Anti-Harassment and Anti-Violence Policy, which should be read in conjunction with this policy.

## **Glossary of Relevant Terms**

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**Accommodation:** is a way of minimizing barriers preventing persons identified by the Code from fully taking part in a way that responds to their individual circumstance. Within the context of a disability, accommodations are measures used to make something accessible to persons with a disability.

**Discrimination:** is any prejudice behavior or practice that results in unfair treatment of any person or persons based on a prohibited grounds of discrimination.

**Harassment:** is a course of vexatious conduct or comments based on a prohibited ground of discrimination which is known or ought reasonably to be known to be unwelcome.

**Race/Colour:** race is a socially constructed way of judging, categorising, and creating differences among people based on physical characteristics such as skin colour, eye, lips, and nose shape, hair texture and body shape.

**Nationality or Ethnic Origin:** Refers to a person's country of origin and may include language, dress, foods, and cultural values and traditions connected to place of origin, nation, tribal affiliation, religion, background or race.

**Religion:** Religion includes the practices, beliefs and observances that are part of a faith or religion. It does not include personal moral, ethical or political views. Nor does it include religions that promote violence or hate towards others, or that violate criminal law.

**Sexual Orientation:** Refers to the emotional and or physical relationships that a person is drawn to, and includes the spectrum of sexuality, including lesbian, gay, bisexual, transgender, and heterosexual.

**Sex:** Refers to whether a person is male or female as defined by their biological or reproductive organs. Sex within the Ontario Human Rights Code may also include gender identity. (See below.)

**Gender Identity:** Gender identity is linked to a person's sense of self, and particularly the sense of being male or female or where they identify on the gender continuum. A person's gender identity may be different from their birth-assigned sex.

**Gender Expression:** Gender expression refers to the collection of external characteristics and behaviours - that is, dress, mannerisms, speech patterns - traits that are socially defined as either masculine or feminine.

## Legislative Context and Resources

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### Ontario Human Rights Code

- Every person has a right to equal treatment with respect to programs, facilities and services including employment. This right is guaranteed by the *Human Rights Code* [Code] and when necessary enforced by the Human Rights Tribunal of Ontario.
- Ontario's *Human Rights Code* visit [www.e-laws.gov.on.ca](http://www.e-laws.gov.on.ca)
- Resource material Human Rights in Ontario from Ontario Human Rights Commission can be found at [www.ohrc.on.ca](http://www.ohrc.on.ca)

### ***Accessibility for Ontarians with Disabilities Act [AODA]***

The AODA details specific requirements for accessibility in Ontario. Accessibility standards are the rules that organizations in Ontario have to follow to identify, remove and prevent barriers to accessibility.