

By-Law No. 2
Harassment and Discrimination

Co-operative d'habitation Aile-Nord Inc. is committed to maintaining the principles set forth in the Charter¹ of Rights and Freedoms, the Ontario Human Rights Codes and the Canadian and Ontario Multiculturalism Acts. In keeping with these principles, those experiencing harassment, discrimination, or any other treatment contrary to the above Acts, by staff, volunteers, members, residents or contractors of the Co-op should report it at once. Your concerns will be taken seriously and acted upon immediately to ensure the protection of the dignity and the safety of all. In keeping with this policy, you are also asked not² to discriminate against others in the Co-op.

The Co-op recognises that the diversity of our community has brought cultural, social and economic enrichment to our Co-op, its members and residents.

The Co-op recognises that harassment and discrimination often creates barriers that prevent full participation in society. The Co-op is committed to equality of treatment and opportunity for all and recognises that a harmonious climate is essential to the future prosperity and well being³ of society.

The Co-op will take an active role in working towards ensuring that:

1. All Co-op staff, members, residents, applicants, contractors and committee members have a right to equal treatment without discrimination because of age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, sex, receipt of public assistance, sexual orientation, gender identity, and gender expression.⁴
2. Every person has a right to equal treatment with respect to services, facilities, accommodations, occupancy, and membership without discrimination.
3. All Co-op staff, volunteers, members and residents should live in an environment free from any form of discrimination and harassment.
4. Policies and practices are not directly or indirectly discriminatory in their effect.
5. All members, residents and staff are made aware that racial, ethnic discrimination or harassment of any form will not be tolerated.
6. Harmonious race and ethnic relations are to be⁵ fostered among residents and staff.
7. Incidents which create conflict or tension involving grounds protected in the Ontario Human Rights Code will be appropriately addressed on a case-by-case basis.⁶

Approved by the Membership March 21st, 2001

Amended by the policy committee on July 4th, 2023

Approved by the Board of Directors on July 11, 2023

Approved by the membership

¹ Changed from Chapter to Charter

² Changed from "not asked" to "asked not"

³ Changed from Social being to well being

⁴ Updated to reflect current protected ground under the Ontario Human Rights Code.

⁵ Added in "to be" fostered/

⁶ Re-worded to include all protected grounds.