

HUMAN RIGHTS LEGAL SUPPORT CENTRE

A new human rights system in Ontario

Ontario's new human rights system started on June 30, 2008. Under the new *Human Rights Code*, a person who has experienced discrimination can file an application directly at the Human Rights Tribunal of Ontario. As of June 30, 2008, all new human rights applications must be filed at the Tribunal, and not at the Ontario Human Rights Commission. The new legal support centre provides legal help to people who have experienced discrimination under the *Code*.

The Human Rights Legal Support Centre

The Human Rights Legal Support Centre provides legal assistance to people in communities across Ontario who have experienced discrimination contrary to Ontario's *Human Rights Code*, and may want to file an application to the Human Rights Tribunal of Ontario.

How do I get help from the Human Rights Legal Support Centre?

Contact the Legal Centre if you have experienced discrimination and you need legal assistance filing an application to the Human Rights Tribunal of Ontario or legal advice in resolving an issue of discrimination under the *Human Rights Code*.

Human Rights Legal Support Centre
400 University Avenue, 7th Floor
Toronto, Ontario M7A 1X8
Tel: (416) 314-6266
Toll Free: 1-866—625-5179
TTY: (416) 314-6651
TTY Toll Free: 1-866 612-8627
www.hrlsc.on.ca

If you want to arrange for an in-person interview, you should contact us by telephone at the numbers above. If you live outside the Greater Toronto Area, contact us and we will discuss with you how to meet your needs. We will make every effort to provide an appropriate service to you in your community. We can provide service in over 140 languages.

The Ontario Human Rights Commission

The Ontario Human Rights Commission works to promote, protect and advance human rights. Its main focus is to address the root causes of discrimination. Contact the Commission if you would like general information about human rights in Ontario or would like to work with them on outreach and education about discrimination.

What if I already have a human rights complaint at the Commission?

If you filed a complaint before June 30, 2008, call the Commission about your complaint.

Ontario Human Rights Commission
180 Dundas Street W., 7th Floor
Toronto, ON M7A 2R9
Local: (416) 326-9511
Toll Free (1-800-387-9080
TTY (Local): (416) 314-6526
TTY (Toll Free): 1-800-308-5561
www.ohrc.on.ca

HUMAN RIGHTS LEGAL SUPPORT CENTRE

The Human Rights Tribunal of Ontario

The Human Rights Tribunal of Ontario deals with all claims of discrimination filed under the Ontario *Human Rights Code*. The Tribunal resolves applications through mediation or adjudication. Contact the Tribunal for:

- Application form to make a claim of discrimination
- Guide to completing an Application form about your experience of discrimination
- Information about the process for bringing an Application about discriminatory treatment
- Information about an Application that you have made to the Tribunal about discrimination.

Human Rights Tribunal of Ontario
655 Bay Street, 14th floor
Toronto, ON M7A 2A3
Local : (416) 326-1312
Toll Free : 1-866-598-0322
TTY (Local): (416) 326-2027
TTY (Toll Free): 1-866-607-1240
Fax: (416) 326-2199
Fax (Toll Free): 1-866-355-6099
www.hrto.ca

Ontario's *Human Rights Code*

Ontario's *Human Rights Code* deals with discrimination in:

- Employment
- Housing)
- Contracts
- Services, goods and facilities
- Unions or occupational/professional associations

What is discrimination?

Treating someone unfairly may be discrimination if the unfair treatment is because of one of the characteristics or grounds listed below.

- Race; colour
- Ancestry
- Place of origin
- Citizenship
- Ethnic origin
- Creed (religion)
- Receipt of social assistance (housing only)
- Sexual orientation
- Marital status
- Family status
- Record of offenses (employment only, must have been pardoned)
- Age
- Disability
- Sex (includes being pregnant)

Discriminatory treatment includes:

denying someone a benefit, excluding someone from an opportunity, and/or imposing a different obligation on someone because of a characteristic listed above.

Discrimination can happen even if the employer, landlord or service provider does not intend to discriminate. It can also be discrimination if, for example, an employer, landlord or service provider fails to consider the special needs of an employee, tenant or customer where their needs are linked to one of the characteristics in the *Code*.

Examples of discrimination:

You are looking for an apartment and the landlord says "no, we don't allow children here."

At a job interview, the employer says "We won't be able to hire you if you're pregnant or thinking of becoming pregnant."

At work your boss tells you, "We'd really like to promote you, but our customers don't like dealing with people wearing hijabs" or "We're going to have to let you go because your injury prevents you from doing the same tasks you were hired to do."