

What can you do if you are experiencing discrimination or harassment?

Speak to an ONA representative who is trained to help you, including:

- Your Bargaining Unit Human Rights and Equity Representative.
- Your Bargaining Unit President.
- Your Labour Relations Officer.

You can also take the following actions:

- File a complaint under your employer's anti-discrimination policy, if one exists.
- File a grievance.
- In very limited circumstances, ONA may advise you to file a Human Rights complaint.
- Speak to your supervisor or, if that person is the problem, her/his supervisor.

How can you contact the Human Rights and Equity Team?

The Human Rights and Equity Team is available to assist you. You can contact the team as follows:

ONA Human Rights and Equity Team
85 Grenville St., Suite 400
Toronto, ON M5S 3A2

To leave a confidential message:

Telephone: (416) 964-8833
Toll-free: 1-800-387-5580
English voicemail: 7768
French voicemail: 7769
Fax: (416) 964-8864 (Attention: Human Rights and Equity Team)

What is the Human Rights and Equity Team?

Established in 1997, the Provincial Human Rights and Equity Team is mandated to promote ONA's continued development as an inclusive and equitable organization.

The team is composed of ONA members representing five equity groups:

- Members of Aboriginal Descent.
- Members with Disabilities.
- Francophone Members.
- Lesbian, Gay, Bisexual, Transgender Members (LGBT).
- Racialized Members.

The ONA Vice-President who holds the portfolio for Human Rights and Equity chairs the team.

ONA's Human Rights and Equity Specialist, a Labour Relations Assistant from the Provincial Services Team, and one member from the Strategy Team/Team Managers are permanent members of the team.

The team organizes and holds an annual Human Rights and Equity Caucus for all ONA members at the Biennial Convention/Fall Provincial Coordinators Meeting. Participants engage in a plenary education session and attend breakout sessions for each of the five equity groups.

There is also a breakout session for ONA members who are friends and allies. These members have an interest in human rights and equity, but do not belong to an equity group.

At the breakout sessions, members discuss their experiences and strategies for change. They also provide feedback and support to the Human Rights and Equity Team.

For further information about getting involved, please contact the Human Rights and Equity Team.

WORKING TO END Discrimination and Harassment IN THE WORKPLACE



The Ontario Nurses' Association (ONA) is working with its members to build a culture of human rights in the workplace, where all members are treated with dignity and respect, free from harassment and discrimination.

LOOK INSIDE TO FIND OUT HOW WE CAN HELP YOU
AND WHAT YOU CAN DO TO HELP.

How does discrimination make your workplace unhealthy?

People who are discriminated against or harassed often feel hurt, demoralized, physically ill and mentally and emotionally stressed. Discrimination and harassment make the workplace atmosphere tense and difficult. This is a result of the discrimination, not of the person being targeted.

Remember: Discrimination and harassment can take place between coworkers, between nurses and patients/visitors and between nurses and supervisors, doctors or management. To make health care work healthy, we must work to end all forms of workplace discrimination and harassment.

What is Discrimination?

Discrimination is an action forbidden by law. It imposes special burdens, obligations, or disadvantages on members of protected groups. Discrimination is also any action that withholds or limits access to opportunities, benefits and advantages available to other members of society.

People are not born with an inclination to discriminate against others. The attitudes and beliefs that lead to discrimination are learned. Learned beliefs determine, in part, how people treat members from different groups. Discrimination can be unlearned.

What is Harassment?

Harassment means engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome.

In most cases, harassment refers to a pattern of objectionable behaviour involving a series of incidents that may be similar or different in nature. In some cases, there can be a single incident of vexatious behaviour that is serious enough to amount to harassment.

Bullying

Bullying is a form of harassment. It is characterized as persistent and repeated behaviour that is offensive, insulting, intimidating, humiliating or abusive towards a person or group. Bullying is usually intentional in nature and an attempt to exert power or control over the target.

For more information about bullying, visit the Human Rights and Equity section of ONA's website at www.ona.org and review "Frequently Asked Questions about Bullying in the Workplace."

What is ONA Doing to Build a Culture of Human Rights in the Workplace?

Constitutional Amendments

At the 2006 Biennial Convention, ONA members demonstrated their ongoing commitment to advancing human rights in the workplace by adopting the following revisions to **ONA's Constitution/Statement of Beliefs**:

■ Diversity and Equity

ONA believes that every member has the right to equal opportunity and full participation in the workplace and in the union. ONA recognizes and values the diversity of its membership and will work to promote equity and diversity in the workplace and in the union. It is the Union's responsibility to see that diversity is reflected in its leadership.

Diversity is about acknowledging differences that can impact on the fair and equitable treatment of people. Diversity can include differences in gender, age, race, ethnicity, language, religion and spiritual beliefs, culture, physical or mental ability, socio-economic status, sexual orientation, family status, and education.

To achieve its commitment, ONA will strive to:

- Promote awareness of the diversity of our membership and the needs of diverse groups.
- Integrate diverse perspectives throughout ONA's educational programs and communications.
- Implement initiatives to develop the leadership skills of members from under-represented groups in ONA's leadership.
- Identify barriers to equal opportunity and full participation and develop effective policies and procedures to eliminate these barriers.
- Provide an inclusive environment that recognizes members' differences.
- Ensure that services, organizational structures, activities and policies include and address the needs of diverse members.

■ Discrimination, Harassment and Accommodation

The Ontario Nurses' Association believes that every member has the right to be treated with dignity and respect.

ONA is committed to working toward the elimination of all forms of discrimination and harassment in the workplace and in the union. This includes discrimination and harassment based on grounds prohibited in the *Ontario Human Rights Code*, which are race, ancestry, place of origin, colour, ethnic origin, citizenship, creed (religion), sex (including pregnancy), sexual orientation, age, record of offences, marital status, family status

and disability. ONA will also work to eliminate personal harassment and workplace bullying.

Accommodation may be required when dealing with members' needs related to disability, religion, family status, pregnancy or other grounds in the *Human Rights Code*. ONA is committed to pursuing accommodation in the workplace and providing accommodation at union functions.

To achieve its commitment, ONA will strive to:

- Provide educational programs and communications addressing discrimination, harassment and accommodation issues.
- Conduct strategic collective bargaining on discrimination, harassment and accommodation issues.
- Address breaches of members' rights through the grievance and arbitration procedure.
- Advocate for effective workplace policies and complaint investigation procedures.
- Provide policies and procedures for the investigation and resolution of membership complaints.
- Provide support mechanisms for members experiencing discrimination and harassment.
- Provide a supportive and welcoming environment for members requiring accommodation.
- Provide services, organizational structures, activities and policies concerning human rights and equity issues.

■ Ongoing Initiatives

Some initiatives that ONA is undertaking to advance human rights in the workplace are:

- A membership Human Rights and Equity Team.
- Activities at Biennial Conventions and Provincial Coordinators Meetings, including Human Rights and Equity Caucuses, education sessions and information booths.
- A membership booklet on human rights and equity.
- A membership bulletin.
- E-mail distribution lists for equity groups.
- Nursing Week activities.
- Staff training.
- Participation in research projects.