



# NOTICE

## ONA Provincial Human Rights and Equity Teleconnect

**Date:** Tuesday, October 17, 2017

**Time:** 4:30 p.m. to 6:00 p.m.

**Topic:** **Human Rights and Freedom of Expression**

**Audience:** This teleconnect will be of particular interest to Human Rights and Equity Bargaining Unit Representatives, Safe Return to Work/Work Accommodation Representatives, Bargaining Unit Presidents and Local Coordinators.

**Format:** This presentation discusses how the Human Rights Code protects employees from offensive, even hateful speech that might be tolerated by Canadian law outside the workplace. We focus on the obligation of employers to do more than respond to complaints of harassment or requests for accommodation, but to prevent workplaces from developing poisoned work environments for employees on the basis of race, religion, ethnicity, sexual orientation and other Code-protected grounds. This includes addressing the conduct of not only management and co-workers, but can also extend to ensuring the conduct of patients, members of the public and even comments on social media do not subject employees to oppressive workplace atmospheres.

The presentation will also address any pre-submitted questions from ONA members. The last portion of the teleconference will consist of questions and answers from participants. Pam Mancuso, Vice-President, Region 1, will be the moderator for this teleconnect.

The session will be delivered by Sandy Donaldson, Legal Counsel and Human Rights and Equity Lead, Rebecca Lee Birtwistle, Legal Counsel, and Pam Mancuso.

**Registration:** ONA members will be able to register for the teleconnect by sending an email to [registerhre@ona.org](mailto:registerhre@ona.org). Members will be required to provide their name and ONA ID number. Once registered, the member will receive a response, which will include the teleconnect call-in number, as well as the conference PIN number.

Registration will be on a first-come, first-serve basis. ONA reserves the right to limit the number of registrants.

**Materials:** A PowerPoint of the presentation will be distributed to registrants in advance of the teleconnect.

**Questions:** When registering for the teleconnect, members will be able to pre-submit any questions they would like to have addressed during the presentation.