

Human Rights

Realizing the Human Rights of all

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What are human rights?

Word

Definition

- Equality
 - Everyone has the same access and opportunities
- Equity
 - Treating dissimilar people dissimilarly to achieve equality
- Inclusive
 - Comprehensive, encompassing everything or everyone concerned
- Accommodate
 - To bring changes or adjustments to help someone or something fit
- Discrimination
 - the practice of unfairly treating a person or group of people differently from other people or groups of people

What does realizing Human Rights even mean?

- Protect
- Promote
- Implement

- Governed by Law
- International, Federal, Provincial

What are our legal obligations?

- OHRC
- AODA
- ODA
- OHSA
- SVHAP

Duty Bearers

Lakehead's Office of Human Rights & Equity

Director: Dreeni Geer

OHRE is an armslength office that will be responsible for:

- Lakehead's compliance with the Ontario Human Rights Code and other applicable human rights legislation (AODA, ODA, OHSA, etc);
- Fostering an equitable and inclusive environment that accommodates differences and champions diversity; and
- Prevention and response to discrimination, harassment and sexual violence.

Key legislative phrases

Academic Accommodation(to the point of undue hardship)

1. Functional Limitations as the Basis for Academic Accommodations
2. Accommodations Provided without Supporting Documentation from a Regulated Health Care Professional
3. Temporary Accommodations
4. Accommodations Requested After a Test, Deadline or Course Completion (Retroactive Accommodation)
5. Office for Students with Disabilities to Communicate Accommodations Needs to Professors

Sexual Violence

A Survivor Centred approach

1. Disclosure
2. Reporting
3. Complaint

Key Aspects:

- Supports for Survivors
- Interim measures
- Confidentiality

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