



DISCRIMINATION PREVENTION PROGRAM

The Canadian Human Rights Commission has launched the Discrimination Prevention Program to help employers foster respect for human dignity and human differences in their workplace.

What is the Discrimination Prevention Program?

Through the Program, we

- raise awareness, understanding and acceptance of human rights; and
- form supportive partnerships with stakeholders to prevent discrimination by sharing the Commission's expertise and other organizations' best practices.

The Program is based on the fundamental principles in the *Canadian Human Rights Act* and the *Employment Equity Act*.

What are the Program's principles?

The Commission believes it is far more efficient to prevent discrimination than to react to it.

Productive relationships between the Commission and stakeholders lead to inclusive organizations that adopt human rights and equality principles.

The Commission provides customized services, believing that it is the best way to address the impediments to a respectful human rights culture in the workplace.

Through strategic partnerships, the Commission can help leverage resources to foster improvements in the workplace.

Why is the Program good for employers and service providers?

In the past, most employers and service providers dealt with the Commission only after someone lodged a human rights complaint. As a result, the relationship often started off in a litigious environment.

Through the Discrimination Prevention Program, we create collaborative and productive working relationships. We work closely with employers and service providers before a problem arises, to help:

- create supportive work environments through policies, best practices, training and other means; and
- deal quickly and sensitively with any discrimination that does occur.

Employees and clients benefit as workplaces become more aware of discrimination and put in place policies and practices that help protect them from such behaviour.

What tools are available to help create a more inclusive workplace?

The Commission's website offers various publications, questions and answers and links to other resources. More tools and information will become available as the Program evolves.

If an employer or service provider signs a memorandum of understanding with the Commission, they may also have access to such services as pre-complaint mediation.

Memorandum of Understanding

In January of 2005, the Commission began signing memoranda of understanding with several organizations. The memoranda show the Commission's willingness to be more proactive in its prevention work and reflect the determination of employers and service providers that signed them to prevent discrimination within their organizations. The Commission's website offers more detailed information on the memoranda and a list of organizations who have signed them.

Where can I find out more about the Discrimination Prevention Program?

For further information, please visit our website at www.chrc-ccdp.ca or contact our regional offices in Halifax, Montréal, Toronto, Winnipeg, Edmonton and Vancouver toll-free at 1-800-999-6899 (addresses are available on our Web site).

You can also contact our national office:

Canadian Human Rights Commission

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This document is also available on our website and in multiple formats on request.