

Tóka íhsere tsi ónhka teionsarihwatíhén:ni, enwá:ton ienhsatewennáta “Ontario Human Rights Commission” ne ahserihwí:sake tóka’ ken orihwí:io tsi teionsarihwatíhén:ni tánon ó:ni ahstó:kenhste sarihwaka’táhtshera.

## Óh nahò:ten né:’ε taionsarihwatíha?

Taionsarihwatíha: Né:’ε kén:ton tsi tetiatiíhen tsi ní:ioht tsi taionsathkón:ten tánon aionsatháhrhahse né:’ε tsi nihsokwé:tò:ten, tsi nitisathwatsírí:nón, tsi nahò:ten tisehtáhkwen, tsi nitisé:nón, tóka’ ken rohsken’rakéhte tóka’ ní’ tiakothonwí:sen nahshia’tò:ten (né:’ε o:ni tóka’ ken sewirahninón:re tóka’ ní’ shitisarihò:ten), tóka íah tehsatáthewe tóka’ ní’ tsík nisaia:tawenhs tsi íah thahskwé:ni ahsatatewennióhake (sa’níkò:n:rakon tóka’ ní’ tsa’tà:ke tsík naióhton), tsi nitisá:ien, shithisarihò:ten, tánon ó:ni ónhka seniniákon.

Kí:ken kaianerenhserison (code) né:’ε ó:ni ensaia’takéhnha tóka Kó:ra tionsahwistá:wis ahseóhnheke. (Sewatié:rens íah thaionsanónhsani tóka kí:ken ní:tsi shwistatáhkwas). Kí:ken kaianeráhserison né:’ε ó:ni ensaia’takéhnha tóka wa’tionsaia’tó:rehte tánon tsisatathrewáhton tsi tsík nahò:ten tesaterien’tawenriè:ton.

## Óh nahò:ten né:’ε aionsathkón:ten?

Aionsathkón:ten: Né:’ε ne kén:ton tsi né:’ε tsi teionsarihwatíhén:ni, enionsathkón:ten tsi enionsana’kón:ni tánon aionsa’nikonhráksa’té. Nia’té:kon nenhatiieránion, thenionsaie:ron, nia’tekawén:nake tánon nia’tekahsén:nake enionsana’tónnion, karahstánion tsi nihsokwé:tò:ten tóka’ ní’ tsi nisarihò:ten ó:ni éhontste thenionsaie:ron.

## Tsi náhsiere ne tóhsa kénh naiá:wen’ne?

Né:’ε raotiió’ténhsara ne “Commission” ne ahonwatirihónnien ne onkwé’shón:’a tsi nihotiianerensherò:ten. Ó:nen tóhka ní:kon rotiianerensheronnisón né:’ε watharáhkwa kí:ken onkwé’shón:’a raotiianerénhsara ne tóhsa ónhka taiakorihwatíhen. Kahiatónnion ne aontiesénhake aiesa’nikonhraién:ta’ne. Enwá:ton tsi nón:we ne onkwá:wen “web site” nentéhsawe ne ahsewennahnó:ton kí:ken kahiatonhseronnisón tóka’ ní’ ieniakwaténniehte tsi tehsi:teron. Enwá:ton ó:ni enhseri’wanón:ton “Braille” kahiá:ton, kahiatonhkwá:nen tsi kahiá:ton, tánon kawennaráhston ó:ni.

## Tsi nón:we iénhse ne ahserihwató:kenhste tánon ónhka aiontahónhsatate thé:nen arihwaka’táhtshera

Tóka íhsere tsi ónhka teionsarihwatíhén:ni, enwá:ton ienhsatewennáta “Ontario Human Rights Commission” ne ahserihwí:sake tóka’ ken orihwí:io tsi teionsarihwatíhén:ni tánon ó:ni ahstó:kenhste sarihwaka’táhtshera. Kénh nón:we ia’satewennáta ne thé:nen tsi na’karihò:ten’s kí:ken è:neken kahiatónnion ahserihwí:sake: Awentataón’ke tsi ní:re Ronwaia’tanentaktónhne, tsi nikari:wes rotiió’te tsi niwenhniseres: 1-800-387-9080 (íah tekahwistáhere). Tánon ne teiehontakwé:kon, TTY né:’ε iasatewennáta: 1-800-308-5561.

Nó:nen entehsatewennáta, enkwa’nikonhraientáhsten tóka’ ken enwá:ton enkwaia’takéhnha kí:ken kaianerenhserison ne “code” eniákwatste tánon ó:ni enkwahró:ri nahò:ten nahsieránion ne ahstó:kenhste ne sarihwaka’táhtshera. Tóka íah thaón:ton akwaia’takéhnha, tsi kí’ nón:we sénha enwá:ton enionsari:wawa’sé nón:we ienkwaténiehte, tóka ne Kó:ra ronaterihonte ne “Canadian Human Rights Commission” tóka’ ní’ “Employment Standards” nonkwá:ti.

Sehiá:rak tsi ià:ia’k niwenhni:take tsi nitiawén:’en ne ohná:ken sanáktote ahstó:kenhst ne sarihwaka’táhtshera. Nó:nen enhstó:kenhste sarihwaka’táhtshera, né:’ε entiakwatié:renhte ne “Commission” ne skátne aionkwaió’ten ní:se tánon ne tesenirihwatíhen, (tsionkwé:ta tóka kanèn:ra), ne ia’taonsakarihwaién:ta’ne.

Ne “Commission” ronwatiió’ténhston ratinenhrón:nis tánon iehonnéhta ne ahonwati’nikonhraientáhsten tánon tahonterihwarénnia’té tsi na’karihò:ten ne onkwé’shón:’a nihotiianerensherò:ten tánon tsi nahò:ten ronaterihón:ton ne ronwatiió’ténhsarons, shakotinonhsanihas, kaia’takehnháhtshera rotiió’ténion, ne Kó:ra tánon kanonhstá:ton ronaterihón:ton.

## Óh nahò:ten né:’ε “Ontario Human Rights Commission”?

1961 shiiohserò:ten thonatia’tarò:ron ne “Ontario Human Rights Commission” . Kaweienená:’on ne “Ontario Human Rights Code” ne takarihowannáhton tánon aonten’nikonhrará:ton raotianerénhsara akwé:kon ne Ontario rati’terón:ton, Onkwéhón:we ó:ni. Né:’ε raotiió’ténhsara ne “Ontario Human Rights Code” ne ahontahónhsatate tánon ahonterien’tatshén:ri tsi ní:ioht tsi ia’taonsakarihwaién:ta’ne thé:nen karihwaka’táhtshera, akarihwisá:kon tóka’ ken orihwí:io tsi ronwátirihwáhrhon tsi tehonwatirihwatíhén:ni, akarihwisá:kon tsi ní:ioht akaianerenhseronnihake kí:ken aorihwá:ke, tánon ó:ni Onkwe’shón:’a ahonwatirihónnien kí:ken kaianerenhseronniánion.

Kí:ken kaianerénhsara (code) wathró:ri tsi íah newén:ton tha’teiotenhontsóhon ne ónhka taionsarihwatíha tóka’ ní’ aionsathkón:ten tsi tisaio’té, tsi iontenhninón:tha, tsi teiontska’hónhkhwa, tsi ka’serehtáhere, tsi tehsakotitsén:tha, tsi ronwatinonhsanihas, tsi ronwatinaktanihas, tánon ó:ni tsi ronatia’tarò:ron ne rotiió’ténion tánon oiátshon rotiianerensheronnisón. (Kwáh nék ne ótia’ke kí:ken kahiatónnion tsi nón:we wá:tonhs taionsarihwatíha tóka’ ní’ aionsathkón:ten). Sewatié:rens ne Onkwéhón:we ne Onkwéhonwè:ke tsi kanonhstá:ton rati’terón:ton “Ontario Human Rights Code” enhatiniáhe’sé nek tsi ó:ni ótia’ke “Canadian Human Rights Act” né:’ε enhatiniáhe’sé tsi kaianerenhserison.



## Ne shé:kon thé:nen aiesató:kenhse

### Ontario Human Rights Commission

Toll Free: 1-800-387-9080

Fax: (416) 326-9520

TTY: 1-800-308-5561

E-mail: info@ohrc.on.ca

Web site: www.ohrc.on.ca

### Canadian Human Rights Commission

Toll Free: 1-888-214-1090

TTY: 1-888-643-3304

Fax: (613) 996-9661

E-mail: info.com@chrc-ccdp.ca

Web site: www.chrc-ccdp.ca

### Aboriginal Legal Services of Toronto

(in Toronto only)

Telephone: (416) 408-3967

E-mail: alst@web.ca

Web site: www.aboriginallegal.ca

### Legal Aid Ontario

Toll Free: 1-800-668-8258

Fax: (416) 979-8669

E-mail: info@lao.on.ca

Web site: www.legalaid.on.ca

### Union of Ontario Indians

Toll Free: (877) 702-5200

Fax: (705) 497-9135

E-mail: recnip@anishinabek.ca

Web site: www.anishinabek.ca/uoi

# Aboriginal People and



## the Ontario Human Rights Code

● ● ● ● ● Tansi Sekon Ahneen

Kénh nón:we ia’satewennáta ne thé:nen tsi na’karihò:ten’s kí:ken è:neken kahiatónnion ahserihwí:sake: Awentataón’ke tsi ní:re Ronwaia’tanentaktónhne, tsi nikari:wes rotiió’te tsi niwenhniseres: 1-800-387-9080 (íah tekahwistáhere). Tánon ne teiehontakwé:kon, TTY né:’ε iasatewennáta: 1-800-308-5561

## What Is The Ontario Human Rights Commission?

The Ontario Human Rights Commission was created in 1961 to promote and protect the rights of everyone in Ontario, including Aboriginal people, under the Ontario *Human Rights Code*. The Commission's functions include receiving and settling complaints, inquiring into allegations of discrimination, undertaking research and developing policies and guidelines, as well as public education.

The *Code* says that you have the right to be free from discrimination and harassment at your workplace, in shops, restaurants, public transit, hospitals, schools, apartment buildings or hotels, or as a member of a union or vocational association, to name only a few. The rights of Aboriginal people living on reserve will in some situations fall under the Ontario *Human Rights Code*, and in others, fall under the Canadian *Human Rights Act*.

## What Is Discrimination? What Is Harassment?

Discrimination means unfair treatment because of your ancestry, ethnic origin, colour, race, religion, citizenship, place of origin, sex (including pregnancy or transsexuality), disability (including mental and physical disabilities), age, sexual orientation (two spirited) as well as family or marital status (opposite or same sex partners).

The *Code* also protects individuals who are on social assistance from discrimination in housing. And it provides protection from discrimination in employment for individuals who may have received a pardon for a criminal conviction.

Harassment is a form of discrimination. It includes comments, jokes, name-calling or behaviour or display of pictures that insult or offend you or put you down because of your Aboriginal ancestry or other reasons listed above.

## Filing And Mediating Complaints

If you feel you have been discriminated against, you can call the Ontario Human Rights Commission to get more information or file a complaint. Our general inquiry line is active during office hours, from Monday to Friday, and is toll-free at 1-800-387-9080. For those with a hearing disability, call our TTY at 1-800-308-5561.

When you contact us, we will explain whether the *Code* applies to your situation and how the complaint procedure works. If your situation could be dealt with better by another community agency or falls under the responsibility of another area of Government such as the Canadian Human Rights Commission or Employment Standards, we can help refer you there as well.

Keep in mind that a complaint should be filed within six months of the last time discrimination occurred.

When you file a complaint, the Commission will first offer to work with you and the person(s) and organization you have filed against, to try to resolve the situation through mediation.

## What About Prevention?

Public education is an important part of the Commission's work. The Commission has developed a number of policies and guidelines, including "plain language" pamphlets on a variety of human rights issues. All publications are available on our Web site or they can be mailed to you. You can also request Braille, large print, audio, and electronic formats.

Commission staff also attend and host information sessions and work with employers, landlords, service providers, government and community organizations to promote human rights and responsibilities.



## For More Information

### Ontario Human Rights Commission

Toll Free: 1-800-387-9080  
Fax: (416) 326-9520  
TTY: 1-800-308-5561  
E-mail: [info@ohrc.on.ca](mailto:info@ohrc.on.ca)  
Web site: [www.ohrc.on.ca](http://www.ohrc.on.ca)

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Fax: (613) 996-9661  
E-mail: [info.com@chrc-ccdp.ca](mailto:info.com@chrc-ccdp.ca)  
Web site: [www.chrc-ccdp.ca](http://www.chrc-ccdp.ca)

### Aboriginal Legal Services of Toronto

(in Toronto only)  
Telephone: 416 408-3967  
E-mail: [alst@web.ca](mailto:alst@web.ca)  
Web site: <http://www.aboriginallegal.ca/>

### Legal Aid Ontario

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Fax: (416) 979-8669  
E-mail: [info@lao.on.ca](mailto:info@lao.on.ca)  
Web site: [www.legalaid.on.ca](http://www.legalaid.on.ca)

### Union of Ontario Indians

Toll Free: (877)702-5200  
Fax: (705)497-9135  
E-mail: [recnip@anishinabek.ca](mailto:recnip@anishinabek.ca)  
Web site: [www.anishinabek.ca/uo/](http://www.anishinabek.ca/uo/)

Onkwehón:we  
tánon



nε

“Ontario  
Human  
Rights Code”

Tansi  
Sekon  
Ahneen